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1986 BAI Bank Cash Compensation Survey

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Bank Administration Institute

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Introduction

Introduction

This is the thirteenth national bank salary survey conducted by Bank Administration Institute. The *1986 BAI Bank Cash Compensation Survey* includes 23 nonofficer positions and 66 officer positions.

The survey questionnaires were initially sent to all Institute member banks in April, 1986. A total of 1,619 banks provided usable survey data. These banks range in asset size from under $20 million to over $1 billion.

Results are reported at both national and regional levels by bank asset class. The asset classes used in this survey are under $20 million, $20-$29, $30-$39, $40-$49, $50-$99, $100-$249, $250-$499, $500-$999, and $1 billion and over. The survey is divided into 10 geographic regions:

Region I	– NEW ENGLAND:	Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont
Region II	– MID ATLANTIC:	New Jersey, New York, Pennsylvania
Region III	– SOUTH ATLANTIC:	Delaware, Maryland, Virginia, Washington, D.C., West Virginia
Region IV	– SOUTH-EAST:	Florida, Georgia, North Carolina, South Carolina
Region V	– EAST-NORTH CENTRAL:	Illinois, Indiana, Michigan, Ohio, Wisconsin
Region VI	– EAST-SOUTH CENTRAL:	Alabama, Kentucky, Mississippi, Tennessee
Region VII	– WEST-NORTH CENTRAL:	Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota
Region VIII	– WEST-SOUTH CENTRAL:	Arkansas, Louisiana, Oklahoma, Texas
Region IX	– MOUNTAIN:	Arizona, Colorado, Idaho, Montana, New Mexico, Nevada, Utah, Wyoming
Region X	– PACIFIC:	Alaska, California, Hawaii, Oregon, Washington

The *1986 BAI Bank Cash Compensation Survey* surveyed the following 89 positions commonly found in banking:

101 File Clerk
102 General Clerk
103 Clerk Typist
104 Data Entry Operator
105 Mail Clerk
106 Accounting Clerk-Senior
107 Accounting Clerk
108 Proof Machine Operator
109 Word Processing Operator
110 Bookkeeping Machine Operator
111 Maintenance Service Worker
112 Custodian
113 Messenger
114 Security Guard
201 Safe Deposit Clerk
202 Receptionist
203 New Accounts Representative
204 Telephone Operator
205 Secretary
206 Executive Secretary
207 Legal Secretary
208 Universal Teller
209 Head Teller
301 Senior Commercial Loan Officer
302 Commercial Loan Officer
303 Senior Consumer Loan Officer
304 Consumer Loan Officer
305 Senior Mortgage Loan Officer
306 Mortgage Loan Officer
307 Trust Account Administrator
308 Corporate Trust Officer
309 Personal Trust Officer
310 Staff Attorney
311 Internal Auditor
312 Loan Review Officer
313 Business Development Officer
314 Systems Analyst
315 Senior Computer Programmer
316 Computer Programmer
317 Senior Computer Operator
318 Computer Operator
319 Staff Appraiser
320 Consumer Loan Collector
321 Personnel Assistant
322 Employment Interviewer
323 Assistant Branch Manager (Large +31)
324 Assistant Branch Manager (Medium 10-30)
325 Assistant Branch Manager (Small -10)
326 Accountant
327 Officer Trainee (Bachelor's Degree)
328 Officer Trainee (Master's Degree)
329 Advertising Officer
330 New Accounts Officer
401 Chief Executive Officer
402 Chief Administrative Officer
403 Chief Financial Officer
404 Senior Operations Officer
405 Operations Officer
406 Personnel Officer/Director
407 Marketing Officer
408 Controller
409 General Accounting Manager
410 Branch Administration Officer
411 Branch Manager (Large +31)
412 Branch Manager (Medium 10-30)
413 Branch Manager (Small -10)
414 Data Processing Director
415 Computer Center Manager
416 Systems & Programming Manager
417 Data Processing Operations Supervisor
418 Purchasing Manager
419 Commercial Credit Department Manager
420 Consumer Loan Department Manager
421 Mortgage Loan Department Manager
422 Commercial Loan Department Manager
423 Senior Trust Officer
424 Trust Operations Manager
425 Telephone Supervisor
426 Compensation and Benefits Manager
427 Payroll Supervisor
428 Internal Audit Manager
429 Security Manager
430 Consumer Loan Collection Manager
431 Training Director
432 Employment Director
433 Senior Business Development Officer
434 Senior International Banking Officer
435 Senior Investment Officer
436 Senior Correspondent Banking Officer

A description of each position's responsibilities was provided in the *Benchmark Position Summary*, which accompanied the survey's input form. Participants were asked to identify positions in their banks that most closely resemble the benchmark positions. It was recommended that when a position incumbent performed more than one-half of the responsibilities described in the benchmark description, a position match existed. Salary and demographic data were collected based on this position match. All survey data were edited before analysis, and discrepencies were resolved with respondent banks. This year's survey data includes:

Number of Banks	The actual number of banks that submitted usable data for each summary position. Salary and demographic data are reported for each asset class with five or more respondents.
Mean Base Salary	The arithmetic average of the reported base salaries (the sum of the base salaries divided by the number of respondents). Base salary is reported as an annual figure. When an hourly base salary was reported, it was converted to an annual rate by multiplying the hourly rate by 2,080 hours (40 hour/week times 52 weeks). Monthly base salaries were converted by multiplying by 12.
Mean Salary Range Minimum	The arithmetic average of the reported minimum established salary range. Salary range minimum is reported as an annual figure. Hourly or monthly salary range minimums were annualized using the same procedures as described in mean base salary. Where range minimums are missing, insufficient information was available for analysis.
Mean Salary Range Maximum	The arithmetic average of the reported maximum established salary range. Salary range maximum is reported as an annual figure. Hourly or monthly range maximums were annualized using the same procedures as described in mean base salary. Where range maximums are missing, insufficient information was available for analysis.
Median Base Salary	The middle value, or more commonly known as midpoint, when annualized base salary is arranged in order of magnitude. It is the point below which 50 percent of the reported base salaries fall.
Mean Number of Incumbents	The arithmetic average of the reported total number of incumbents for each position.

These data were reported for all positions. The following additional demographic data were reported only for the officer level position.

Mean Age	The arithmetic average of the reported age in years for the position incumbents. The mean is reported as a whole number.
Mean Length of Service	The arithmetic average of the number of years the position incumbents have worked at the respondent banks. The mean is reported as a whole number.
Mean Years Assigned to Current Position	The arithmetic average of the number of years that the incumbents have worked in the position that most closely resembles the benchmark. The mean is reported as a whole number.
Mean Total Number of Employees Supervised	The arithmetic average of the total number (head count) of employees supervised both directly and through others. The mean is reported as a whole number.

Approximately one-half of this year's respondents provided incentive bonus award information. This information is reported only at the national level for all surveyed positions. Incentive award information reported in this year's survey includes:

Mean Incentive Award	The arithmetic average of the reported incentive award paid (the sum of the actual awards divided by the number of banks reporting incentive award payouts). Incentive awards for the purpose of this survey are limited to cash payouts. Deferred bonus awards were not reported by the respondents.
Banks Reporting Incentive Awards	The actual number of banks that provided usable incentive award information for each position.

Survey participants reported salary planning information as part of the 1986 salary survey. Nationally, the average salary increase for position titles grouped by levels was 6.5% for officers, 6.2% for exempt nonofficers, and 6.0% for nonexempts. In 1986, the average national increase for salary ranges was 6.0% for officers, 5.5% for exempt nonofficers, and 5.4% for nonexempts.

Nationally, the projected increase in average salary for 1987 was 6.1% for officers, 5.8% for exempt nonofficers, and 5.6% for nonexempts. The projected increase in 1987 salary ranges averaged 5.3% for officers, 5.0% for exempt nonofficers, and 5.1% for nonexempts.

The following report is divided into two sections. The first section summarizes national results and includes number of banks, mean base salary, mean salary range, mean range minimum and maximum, 1986 median base salary, percentage change over 1985 median base salary, mean incentive award, and number of banks reporting incentive awards. The reported mean/median base salary may be above or below the reported mean salary range minimum or maximum. Salary range exceptions noted in this report with an asterisk (*) are caused by a limited number of banks reporting salary ranges, the actual position of the base salary in the range, and respondent banks violating their range minimums or maximums. The percentage change of median base salary is reported for most positions surveyed in 1985 and 1986. When insufficient data prevented reporting a median base salary last year, the percentage change for this year is not reported. The percentage change for all bank asset categories provides a stable estimate of actual salary growth 1985 to 1986. Within the individual asset categories, the percentage change may vary widely for some positions due to the differences in the number of respondent banks and their unique salary characteristics. National salary data are reported for each position by asset class and by all banks. If fewer than five banks in an asset class responded to a position, this data was not reported.

The second section of this report summarizes the survey results for your bank's region. Data are reported for each position by asset class and by all banks in the region. The reported mean/median base salary may be above or below the reported mean salary range minimum or maximum. Salary range exceptions noted in this book with an asterisk (*) are caused by a limited number of banks reporting salary ranges, the actual position of the base salary in the range, and respondent banks violating their range minimums or maximums. If fewer than five banks in an asset class responded to a position, then these data were not reported. Because of the limited number of survey respondents at the regional level, these data should be used as a reference rather than a definitive guide when reviewing or updating your bank's salaries.

National Results

NATIONAL RESULT 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	% CHANGE OVER 1985 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
			MINIMUM	MAXIMUM				
101 FILE CLERK								
UNDER $20 MILLION	27	$9,437	$8,935	$11,313	$8,708 *	1.7-	$569	9
$20 TO $29 MILLION	35	$9,175	$7,766	$11,257	$9,395	5.1	$874	7
$30 TO $39 MILLION	37	$9,706	$7,872	$10,019	$9,000	2.6-	$433	11
$40 TO $49 MILLION	44	$9,907	$8,424	$11,012	$9,780	11.3	$737	14
$50 TO $99 MILLION	233	$9,976	$8,551	$12,077	$9,516	1.1	$496	59
$100 TO $249 MILLION	262	$9,908	$8,472	$12,047	$9,889	4.3	$596	53
$250 TO $499 MILLION	88	$9,995	$8,654	$12,376	$9,876	5.5	$458	13
$500 TO $999 MILLION	37	$10,047	$8,772	$12,429	$9,953	5.2	$552	8
$1 BILLION AND OVER	58	$10,539	$9,459	$13,452	$10,534	3.2	$548	7
ALL BANKS	831	$9,930	$8,607	$12,138	$9,753	3.8	$560	181
102 GENERAL CLERK								
UNDER $20 MILLION	35	$10,754	$9,145	$11,616	$10,250	2.8-	$382	10
$20 TO $29 MILLION	36	$11,484	$9,854	$12,975	$10,958	1.0	$845	8
$30 TO $39 MILLION	53	$11,099	$8,995	$12,769	$10,818	3.1-	$617	15
$40 TO $49 MILLION	69	$12,403	$10,296	$13,724	$11,744	11.8	$894	20
$50 TO $99 MILLION	269	$11,603	$9,529	$13,977	$11,290	5.5	$734	74
$100 TO $249 MILLION	292	$11,220	$9,112	$13,730	$11,170	3.6	$697	67
$250 TO $499 MILLION	93	$11,424	$9,307	$13,975	$11,033	4.8	$691	12
$500 TO $999 MILLION	45	$11,045	$9,328	$13,878	$11,114	3.2	$594	10
$1 BILLION AND OVER	54	$11,764	$10,206	$14,958	$11,503	1.1-	$711	8
ALL BANKS	946	$11,445	$9,417	$13,842	$11,171	3.8	$708	224
103 CLERK TYPIST								
UNDER $20 MILLION	8	$10,146	$9,300	$11,400	$10,026	1.5	$230	2
$20 TO $29 MILLION	8	$11,411	$11,286	$12,007	$12,433 *	16.7	$768	2
$30 TO $39 MILLION	24	$11,966	$9,638	$12,655	$10,973	3.3	$678	10
$40 TO $49 MILLION	29	$11,606	$9,496	$13,823	$11,150	8.7	$457	8
$50 TO $99 MILLION	117	$11,525	$9,994	$13,980	$11,159	4.5	$515	26
$100 TO $249 MILLION	151	$11,190	$9,630	$13,840	$11,002	1.9	$526	31
$250 TO $499 MILLION	70	$11,517	$9,429	$13,764	$11,271	8.4	$577	9
$500 TO $999 MILLION	30	$11,224	$9,987	$14,015	$11,043	8.7	$451	3
$1 BILLION AND OVER	52	$12,134	$10,394	$15,277	$12,000	2.6	$612	7
ALL BANKS	489	$11,467	$9,825	$13,992	$11,142	4.6	$540	98
104 DATA ENTRY OPERATOR								
UNDER $20 MILLION	16	$10,841	$9,893	$13,715	$11,064	6.4	$563	4
$20 TO $29 MILLION	25	$10,902	$9,929	$13,807	$10,560	3.6-	$1,033	8
$30 TO $39 MILLION	22	$10,286	$9,273	$11,914	$10,000	4.2-	$893	4
$40 TO $49 MILLION	29	$12,264	$9,629	$12,399	$13,080 *	9.6	$958	8
$50 TO $99 MILLION	183	$11,745	$9,887	$13,843	$11,550	6.5	$610	39
$100 TO $249 MILLION	227	$11,474	$9,492	$13,869	$11,343	4.5	$628	44
$250 TO $499 MILLION	95	$11,482	$9,688	$14,393	$11,394	.5-	$768	10
$500 TO $999 MILLION	44	$11,324	$9,742	$14,320	$11,208	1.9	$570	8
$1 BILLION AND OVER	68	$12,555	$10,765	$15,885	$12,363	4.2	$880	8
ALL BANKS	709	$11,600	$9,808	$14,173	$11,441	3.1	$695	133

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

NATIONAL RESULT 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MAXIMUM	MEDIAN BASE SALARY	% CHANGE OVER 1985 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
105 MAIL CLERK								
UNDER $20 MILLION	7	$9,689 *	$10,056	$14,280	$9,460 *			
$20 TO $29 MILLION	2	INSUFFICIENT DATA						
$30 TO $39 MILLION	4	INSUFFICIENT DATA						
$40 TO $49 MILLION	10	$10,837	$9,487	$11,480	$10,813	11.9	$375	2
$50 TO $99 MILLION	90	$9,724	$8,397	$11,926	$9,765	5.9	$418	19
$100 TO $249 MILLION	188	$10,279	$8,638	$12,139	$10,159	4.2	$518	33
$250 TO $499 MILLION	102	$10,329	$8,677	$12,428	$10,119	2.2	$477	11
$500 TO $999 MILLION	45	$10,167	$8,769	$12,628	$9,660	.6-	$503	10
$1 BILLION AND OVER	65	$10,898	$9,375	$13,506	$11,025	2.1	$835	6
ALL BANKS	513	$10,235	$8,770	$12,459	$10,080	3.3	$502	82
106 ACCOUNTING CLERK - SR								
UNDER $20 MILLION	34	$13,471	$12,153	$16,980	$12,780	3.7-	$1,046	8
$20 TO $29 MILLION	41	$14,350	$11,234	$15,217	$13,975	2.3	$852	8
$30 TO $39 MILLION	51	$15,132	$13,556	$17,625	$14,200	2.1-	$819	10
$40 TO $49 MILLION	56	$14,714	$12,538	$16,439	$14,388	7.4	$1,144	16
$50 TO $99 MILLION	228	$15,585	$12,466	$17,329	$14,981	4.2	$1,031	69
$100 TO $249 MILLION	213	$15,765	$12,237	$17,759	$15,204	5.8	$1,013	46
$250 TO $499 MILLION	84	$15,812	$12,161	$18,491	$15,316	6.1	$773	12
$500 TO $999 MILLION	33	$15,412	$12,764	$18,590	$15,418	1.2	$1,103	4
$1 BILLION AND OVER	61	$16,668	$13,757	$20,252	$15,772	5.4	$1,392	5
ALL BANKS	801	$15,487	$12,524	$17,946	$14,985	4.8	$1,012	178
107 ACCOUNTING CLERK								
UNDER $20 MILLION	36	$11,204	$10,006	$13,851	$11,418	7.2	$580	6
$20 TO $29 MILLION	45	$12,129	$10,504	$14,732	$11,940	10.8	$495	9
$30 TO $39 MILLION	60	$11,719	$10,575	$13,998	$11,180	1.3	$721	16
$40 TO $49 MILLION	71	$12,366	$9,830	$13,559	$11,849	9.9	$764	17
$50 TO $99 MILLION	297	$12,753	$10,302	$14,859	$12,394	6.8	$728	80
$100 TO $249 MILLION	330	$12,558	$10,058	$14,790	$12,396	5.3	$782	70
$250 TO $499 MILLION	125	$12,748	$10,445	$15,352	$12,594	4.1	$738	17
$500 TO $999 MILLION	48	$12,466	$10,555	$15,371	$12,473	3.9	$684	9
$1 BILLION AND OVER	62	$13,412	$11,405	$16,879	$13,056	4.0	$1,035	7
ALL BANKS	1074	$12,555	$10,339	$15,001	$12,301	5.0	$742	231
108 PROOF MACHINE OPERATOR								
UNDER $20 MILLION	76	$10,180	$9,237	$12,030	$10,016	1.8-	$471	20
$20 TO $29 MILLION	86	$11,106	$9,691	$12,814	$11,025	5.5	$746	17
$30 TO $39 MILLION	81	$10,828	$10,164	$13,103	$10,430	2.1-	$810	20
$40 TO $49 MILLION	102	$11,760	$9,516	$13,158	$11,424	8.6	$940	25
$50 TO $99 MILLION	376	$11,276	$9,2[illegible]6	$13,312	$10,908	5.2	$670	98
$100 TO $249 MILLION	373	$10,927	$9,181	$13,362	$10,779	3.9	$674	78
$250 TO $499 MILLION	126	$10,750	$9,234	$13,596	$10,672	4.4	$639	17
$500 TO $999 MILLION	48	$10,537	$9,266	$13,504	$10,332	3.7	$1,069	12
$1 BILLION AND OVER	65	$11,444	$9,768	$14,225	$11,160	.8	$1,019	9
ALL BANKS	1333	$11,046	$9,335	$13,362	$10,773	3.8	$719	296

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

NATIONAL RESULT 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	% CHANGE OVER 1985 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
109 WORD PROCESSING OPERATOR								
UNDER $20 MILLION	4	INSUFFICIENT DATA						
$20 TO $29 MILLION	4	INSUFFICIENT DATA						
$30 TO $39 MILLION	4	INSUFFICIENT DATA						
$40 TO $49 MILLION	8	$12,542	$10,121	$14,429	$12,700		$1,250	1
$50 TO $99 MILLION	52	$12,574	$11,186	$15,594	$12,140	1.9	$538	14
$100 TO $249 MILLION	119	$12,514	$10,410	$15,204	$12,272	1.8	$632	16
$250 TO $499 MILLION	66	$12,811	$10,870	$15,954	$12,250	6.1	$736	5
$500 TO $999 MILLION	32	$13,025	$11,188	$16,786	$12,789	4.5	$667	5
$1 BILLION AND OVER	53	$14,238	$12,193	$17,839	$14,059	6.4	$951	5
ALL BANKS	342	$12,939	$11,041	$16,109	$12,600	2.9	$656	47
110 BOOKKEEPING MACHINE OPERATOR								
UNDER $20 MILLION	16	$11,957 *	$8,890	$8,368	$11,700 *	9.9	$1,023	5
$20 TO $29 MILLION	10	$10,505	$9,207	$14,240	$9,460	9.6-	$313	2
$30 TO $39 MILLION	7	$11,436	$8,880	$12,900	$10,941	5.2	$400	1
$40 TO $49 MILLION	10	$10,873	$9,731	$12,792	$11,055	1.2-	$900	2
$50 TO $99 MILLION	36	$11,786	$9,666	$14,248	$11,490	7.5	$750	10
$100 TO $249 MILLION	35	$12,281	$9,818	$14,558	$12,028	16.4	$322	2
$250 TO $499 MILLION	9	$11,899	$9,755	$15,516	$11,676	3.7-	$334	2
$500 TO $999 MILLION	5	$10,386	$9,736	$12,717	$10,247	9.6-		
$1 BILLION AND OVER	9	$11,786	$10,073	$15,126	$11,424	6.3-	$335	1
ALL BANKS	137	$11,720	$9,691	$14,101	$11,502	6.5	$684	25
111 MAINTENANCE SERVICE WORKER								
UNDER $20 MILLION	5	$11,675 *	$13,208	$19,845	$9,464 *			
$20 TO $29 MILLION	2	INSUFFICIENT DATA						
$30 TO $39 MILLION	4	INSUFFICIENT DATA						
$40 TO $49 MILLION	11	$10,951	$9,654	$13,107	$10,400	10.0-	$225	2
$50 TO $99 MILLION	81	$12,858	$10,129	$13,689	$12,260	2.2	$841	23
$100 TO $249 MILLION	175	$13,434	$10,454	$14,975	$13,061	.5-	$631	36
$250 TO $499 MILLION	85	$14,095	$10,720	$15,920	$13,097	4.5	$760	7
$500 TO $999 MILLION	39	$13,557	$10,424	$15,558	$13,415	1.1	$925	6
$1 BILLION AND OVER	46	$14,449	$11,975	$17,280	$14,170	4.5	$1,044	5
ALL BANKS	448	$13,404	$10,669	$15,388	$12,951	1.8	$744	80
112 CUSTODIAN								
UNDER $20 MILLION	33	$8,618 *	$7,928	$8,420	$8,400	10.5-	$290	7
$20 TO $29 MILLION	33	$8,571 *	$6,639	$7,666	$8,433 *	8.3-	$479	6
$30 TO $39 MILLION	34	$10,583	$8,905	$10,623	$10,309	.1	$612	6
$40 TO $49 MILLION	42	$10,782 *	$8,869	$10,750	$10,450	9.1	$617	10
$50 TO $99 MILLION	166	$11,111	$9,156	$12,825	$10,427	.5	$406	47
$100 TO $249 MILLION	137	$11,033	$8,719	$11,982	$10,357	3.4	$624	30
$250 TO $499 MILLION	53	$10,705	$8,668	$12,259	$10,442	3.3	$511	6
$500 TO $999 MILLION	20	$10,919	$8,747	$12,282	$10,418	4.9	$714	3
$1 BILLION AND OVER	33	$11,248	$8,843	$12,737	$10,944	5.9	$1,005	3
ALL BANKS	551	$10,694	$8,755	$12,019	$10,305	2.6	$515	118

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

NATIONAL RESULT 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	% CHANGE OVER 1985 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
113 MESSENGER								
UNDER $20 MILLION	7	$10,729	$8,901	$12,138	$9,024			
$20 TO $29 MILLION	7	$10,331 *	$11,243	$14,387	$12,240			
$30 TO $39 MILLION	16	$10,052	$8,999	$13,490	$9,940	8.5	$100	1
$40 TO $49 MILLION	25	$10,976	$9,112	$13,322	$10,660	9.3	$534	5
$50 TO $99 MILLION	148	$10,524	$9,081	$12,776	$10,367	7.3	$327	30
$100 TO $249 MILLION	231	$10,272	$8,673	$12,278	$10,004	.1	$594	43
$250 TO $499 MILLION	97	$10,666	$8,777	$12,657	$10,400	1.2-	$562	15
$500 TO $999 MILLION	35	$10,405	$9,074	$12,971	$10,572	4.7	$400	7
$1 BILLION AND OVER	57	$11,493	$9,562	$13,818	$11,302	.4-	$826	6
ALL BANKS	623	$10,539	$8,941	$12,734	$10,371	2.9	$508	107
114 SECURITY GUARD								
UNDER $20 MILLION	1	INSUFFICIENT DATA						
$20 TO $29 MILLION	2	INSUFFICIENT DATA						
$30 TO $39 MILLION	1	INSUFFICIENT DATA						
$40 TO $49 MILLION	5	$15,482 *	$12,565	$13,958	$19,920 *		$250	1
$50 TO $99 MILLION	37	$13,192	$11,561	$16,194	$12,376	7.8-		
$100 TO $249 MILLION	66	$13,560	$10,287	$14,804	$13,240	7.5	$417	12
$250 TO $499 MILLION	41	$13,575	$10,611	$15,412	$13,078	.9	$350	2
$500 TO $999 MILLION	26	$12,187	$9,600	$14,256	$11,668	3.6-	$825	6
$1 BILLION AND OVER	46	$13,361	$11,362	$16,502	$12,836	4.6	$1,151	4
ALL BANKS	225	$13,339	$10,726	$15,421	$12,850	2.9	$600	26
201 SAFE DEPOSIT CLERK								
UNDER $20 MILLION	11	$11,443	$10,146	$13,006	$11,502		$378	2
$20 TO $29 MILLION	11	$11,167	$10,700	$13,425	$11,100	2.8	$322	4
$30 TO $39 MILLION	16	$10,954	$8,780	$11,093	$10,536	2.6-	$476	6
$40 TO $49 MILLION	35	$11,522	$9,962	$13,470	$11,456	3.1	$716	7
$50 TO $99 MILLION	194	$11,858	$10,446	$13,806	$11,532	4.8	$699	44
$100 TO $249 MILLION	281	$11,907	$9,723	$13,958	$11,773	4.2	$592	59
$250 TO $499 MILLION	111	$12,193	$9,819	$14,044	$11,989	3.0	$687	14
$500 TO $999 MILLION	42	$11,890	$9,702	$13,923	$11,922	1.0	$681	9
$1 BILLION AND OVER	44	$12,867	$10,184	$14,972	$12,918	3.4	$491	3
ALL BANKS	745	$11,935	$9,940	$13,967	$11,800	3.7	$627	148
202 RECEPTIONIST								
UNDER $20 MILLION	26	$10,644	$9,993	$13,058	$10,135	7.0-	$611	10
$20 TO $29 MILLION	35	$11,092	$9,293	$13,463	$10,800	4.6	$675	10
$30 TO $39 MILLION	29	$10,453	$9,392	$11,947	$10,620	.9-	$603	4
$40 TO $49 MILLION	50	$10,905	$9,591	$12,488	$10,863	3.5	$1,096	14
$50 TO $99 MILLION	190	$11,113	$9,483	$13,226	$10,925	4.0	$690	49
$100 TO $249 MILLION	178	$11,037	$9,367	$13,510	$10,798		$660	29
$250 TO $499 MILLION	66	$12,005	$9,834	$14,444	$11,709	6.0	$714	10
$500 TO $999 MILLION	34	$11,369	$9,609	$13,940	$11,246	5.1	$460	8
$1 BILLION AND OVER	50	$12,547	$10,634	$15,325	$12,577	4.7	$811	7
ALL BANKS	658	$11,237	$9,641	$13,716	$11,024	2.1	$710	141

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NATIONAL RESULT 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	% CHANGE OVER 1985 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
203 NEW ACCOUNTS REPRESENTATIVE								
UNDER $20 MILLION	60	$12,009	$10,139	$14,144	$11,640	3.4-	$251	7
$20 TO $29 MILLION	62	$12,705	$10,880	$15,294	$12,729	9.5	$752	13
$30 TO $39 MILLION	74	$13,069	$11,349	$15,305	$12,210	3.0	$659	20
$40 TO $49 MILLION	98	$13,268	$11,183	$15,153	$12,624	6.6	$1,176	25
$50 TO $99 MILLION	367	$13,084	$10,570	$15,389	$12,603	5.6	$777	104
$100 TO $249 MILLION	364	$12,848	$10,610	$15,866	$12,685	4.7	$797	75
$250 TO $499 MILLION	127	$13,432	$11,057	$16,642	$13,508	6.0	$969	20
$500 TO $999 MILLION	50	$13,736	$11,742	$17,439	$13,587	5.8	$845	11
$1 BILLION AND OVER	62	$14,677	$12,390	$18,660	$14,442	6.2	$1,305	6
ALL BANKS	1264	$13,096	$10,895	$15,995	$12,750	4.7	$823	281
204 TELEPHONE OPERATOR								
UNDER $20 MILLION	11	$9,905	$8,963	$12,165	$9,531	16.4-	$311	2
$20 TO $29 MILLION	19	$10,259	$10,115	$12,876	$10,200	10.9	$225	3
$30 TO $39 MILLION	33	$9,752	$9,037	$11,820	$9,000 *	6.3-	$503	8
$40 TO $49 MILLION	45	$10,846	$9,581	$12,792	$10,752	2.4	$580	13
$50 TO $99 MILLION	258	$10,574	$9,265	$12,779	$10,431	3.8	$561	52
$100 TO $249 MILLION	319	$11,118	$9,091	$12,877	$10,940	4.3	$674	63
$250 TO $499 MILLION	125	$11,425	$9,363	$13,506	$11,336	1.2	$665	17
$500 TO $999 MILLION	46	$11,682	$9,679	$13,983	$11,786	1.4	$623	9
$1 BILLION AND OVER	60	$12,991	$10,332	$15,111	$12,807	8.1	$962	4
ALL BANKS	916	$11,059	$9,360	$13,211	$10,900	3.6	$615	171
205 SECRETARY								
UNDER $20 MILLION	59	$12,197	$10,864	$15,080	$12,160	1.5	$655	16
$20 TO $29 MILLION	71	$12,565	$10,893	$14,869	$11,610	3.9-	$805	15
$30 TO $39 MILLION	61	$13,336	$10,882	$15,547	$12,282	2.6	$1,376	13
$40 TO $49 MILLION	88	$13,240	$11,334	$15,329	$12,583	5.0	$1,186	22
$50 TO $99 MILLION	329	$13,498	$10,899	$16,307	$12,840	3.9	$795	83
$100 TO $249 MILLION	340	$13,417	$10,537	$15,758	$12,988	4.0	$782	73
$250 TO $499 MILLION	125	$13,430	$10,792	$16,319	$13,085	2.3	$853	18
$500 TO $999 MILLION	50	$13,580	$11,436	$16,985	$13,219	7.5	$605	10
$1 BILLION AND OVER	75	$14,797	$12,437	$18,448	$14,920	6.1	$918	8
ALL BANKS	1198	$13,406	$10,954	$16,210	$12,956	4.1	$846	258
206 EXECUTIVE SECRETARY								
UNDER $20 MILLION	53	$15,223	$13,560	$17,121	$15,600	9.7	$600	13
$20 TO $29 MILLION	59	$15,894	$13,380	$18,961	$15,000	1.4-	$808	11
$30 TO $39 MILLION	59	$17,324	$14,018	$19,161	$15,680	9.1	$963	11
$40 TO $49 MILLION	81	$16,448	$13,544	$18,694	$16,450	5.1	$1,758	22
$50 TO $99 MILLION	332	$17,398	$13,285	$19,019	$16,408	7.0	$1,245	88
$100 TO $249 MILLION	348	$17,532	$13,387	$19,785	$17,008	4.7	$1,127	78
$250 TO $499 MILLION	127	$18,322	$13,815	$21,095	$17,425	3.0	$1,177	16
$500 TO $999 MILLION	48	$17,880	$14,159	$20,873	$18,073	7.6	$1,314	10
$1 BILLION AND OVER	73	$20,193	$15,715	$23,480	$19,758	1.8	$1,313	8
ALL BANKS	1180	$17,487	$13,710	$20,008	$16,890	5.6	$1,190	257

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NATIONAL RESULT 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	% CHANGE OVER 1985 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
			MINIMUM	MAXIMUM				
207 LEGAL SECRETARY								
UNDER $20 MILLION	8	$14,144 *	$14,925	$19,065	$14,132 *	13.5	$448	3
$20 TO $29 MILLION	9	$13,064	$9,706	$13,761	$13,520	.1	$698	1
$30 TO $39 MILLION	9	$14,821	$12,868	$17,845	$13,236	.7	$775	1
$40 TO $49 MILLION	16	$15,696	$12,401	$15,871	$15,360	19.1	$962	5
$50 TO $99 MILLION	45	$15,416	$12,408	$16,671	$15,227	2.4	$655	9
$100 TO $249 MILLION	46	$14,055	$11,678	$16,787	$13,500	1.6	$802	9
$250 TO $499 MILLION	15	$16,164	$11,925	$18,366	$16,175	12.3	$500	1
$500 TO $999 MILLION	7	$17,703	$14,282	$20,241	$15,750	1.0	$692	3
$1 BILLION AND OVER	28	$19,170	$14,870	$22,070	$18,146	9.7	$1,157	4
ALL BANKS	183	$15,587	$12,772	$18,105	$15,000	1.9	$776	36
208 UNIVERSAL TELLER								
UNDER $20 MILLION	98	$10,584	$9,172	$12,799	$10,140	.6	$564	25
$20 TO $29 MILLION	102	$11,033	$9,235	$12,825	$10,325	.5	$658	20
$30 TO $39 MILLION	98	$12,979	$11,245	$13,838	$10,400 *	2.6	$774	26
$40 TO $49 MILLION	116	$12,295	$9,077	$13,358	$10,547	4.5	$922	30
$50 TO $99 MILLION	407	$11,577	$9,172	$14,211	$10,799	5.0	$672	114
$100 TO $249 MILLION	371	$10,877	$9,489	$14,221	$10,769	3.2	$651	81
$250 TO $499 MILLION	133	$11,205	$9,751	$14,740	$11,000	2.2	$529	18
$500 TO $999 MILLION	47	$11,009	$9,799	$14,526	$11,117	3.5	$439	10
$1 BILLION AND OVER	66	$12,005	$10,687	$15,984	$11,782	2.5	$636	7
ALL BANKS	1438	$11,411	$9,569	$14,216	$10,752	3.1	$673	331
209 HEAD TELLER								
UNDER $20 MILLION	82	$13,337	$11,438	$14,457	$12,775	.6	$1,020	22
$20 TO $29 MILLION	87	$13,530	$11,721	$15,979	$13,200	.1	$968	19
$30 TO $39 MILLION	80	$13,919	$12,705	$16,182	$13,364	1.3	$1,036	23
$40 TO $49 MILLION	110	$14,599	$12,623	$16,686	$14,368	6.9	$1,176	28
$50 TO $99 MILLION	362	$14,517	$12,105	$17,125	$14,107	1.9	$988	111
$100 TO $249 MILLION	350	$14,422	$11,897	$17,480	$13,947	3.1	$1,003	78
$250 TO $499 MILLION	118	$14,770	$11,914	$17,916	$13,918	.1	$884	15
$500 TO $999 MILLION	45	$14,413	$12,323	$17,997	$14,287	3.2	$730	10
$1 BILLION AND OVER	60	$15,699	$13,399	$20,054	$15,253	.2	$978	6
ALL BANKS	1294	$14,394	$12,135	$17,410	$13,996	3.4	$999	312
301 SR COMMERCIAL LOAN OFFICER								
UNDER $20 MILLION	33	$36,352	$33,584	$44,824	$37,510	7.4	$3,235	9
$20 TO $29 MILLION	56	$39,732	$32,361	$46,296	$39,111	9.0	$3,874	17
$30 TO $39 MILLION	43	$41,034	$35,444	$42,206	$40,000	11.0	$3,682	14
$40 TO $49 MILLION	68	$41,254	$34,729	$44,418	$39,811	8.2	$4,709	25
$50 TO $99 MILLION	284	$41,386	$32,607	$49,055	$40,790	4.1	$3,834	110
$100 TO $249 MILLION	298	$45,563	$32,781	$50,063	$43,144	4.4	$5,545	118
$250 TO $499 MILLION	116	$46,364	$32,885	$53,104	$45,025	.9	$7,786	40
$500 TO $999 MILLION	47	$48,429	$34,843	$56,829	$45,834	4.4	$5,776	17
$1 BILLION AND OVER	58	$46,137	$35,553	$55,646	$44,800	4.0	$4,471	16
ALL BANKS	1003	$43,520	$33,367	$50,923	$42,003	5.0	$4,976	366

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NATIONAL RESULT 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	% CHANGE OVER 1985 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
302 COMMERCIAL LOAN OFFICER								
UNDER $20 MILLION	30	$27,596 *	$28,053	$29,673	$27,925 *	3.7-	$2,975	10
$20 TO $29 MILLION	35	$29,177	$22,928	$34,913	$28,000	2.2	$2,374	6
$30 TO $39 MILLION	42	$31,271	$26,613	$36,717	$31,000	6.9	$1,152	11
$40 TO $49 MILLION	61	$30,034	$25,613	$36,266	$29,300	8.5	$2,990	22
$50 TO $99 MILLION	241	$30,316	$24,387	$35,512	$29,894	2.3	$2,247	79
$100 TO $249 MILLION	295	$30,769	$23,107	$36,445	$30,030	3.2	$3,843	86
$250 TO $499 MILLION	113	$32,189	$23,551	$38,682	$30,681	2.3	$2,524	30
$500 TO $999 MILLION	46	$31,760	$23,724	$38,840	$31,450	8.4	$2,151	10
$1 BILLION AND OVER	57	$29,776	$24,898	$38,379	$28,064	.9-	$2,316	13
ALL BANKS	920	$30,620	$23,998	$36,832	$30,001	3.5	$2,838	267
303 SR CONSUMER LOAN OFFICER								
UNDER $20 MILLION	21	$27,707	$22,877	$31,036	$25,500	10.9	$2,722	9
$20 TO $29 MILLION	19	$29,845	$24,131	$35,015	$30,000	5.3	$2,571	8
$30 TO $39 MILLION	25	$31,596 *	$24,416	$29,824	$30,300 *	4.8	$3,313	8
$40 TO $49 MILLION	43	$30,002	$22,590	$31,410	$30,000	4.3	$3,023	15
$50 TO $99 MILLION	169	$31,487	$24,918	$37,636	$30,700	5.9	$2,784	58
$100 TO $249 MILLION	202	$33,692	$25,768	$39,134	$31,900	.2-	$3,283	73
$250 TO $499 MILLION	69	$36,164	$24,615	$39,779	$34,850	4.2	$8,690	12
$500 TO $999 MILLION	32	$33,611	$25,630	$43,315	$31,750	2.2-	$3,201	8
$1 BILLION AND OVER	43	$36,944	$29,398	$46,047	$34,128	2.5	$5,617	8
ALL BANKS	623	$32,930	$25,653	$39,433	$31,510	3.0	$3,482	199
304 CONSUMER LOAN OFFICER								
UNDER $20 MILLION	44	$20,635	$17,847	$22,708	$19,660	6.3	$2,084	14
$20 TO $29 MILLION	53	$22,940	$17,486	$26,743	$22,380	6.6	$1,267	8
$30 TO $39 MILLION	57	$22,954	$19,673	$26,326	$21,900	10.6	$1,770	16
$40 TO $49 MILLION	70	$22,004	$18,469	$26,877	$20,950	7.3	$2,073	24
$50 TO $99 MILLION	300	$22,378	$17,866	$27,682	$21,400	1.9	$1,919	104
$100 TO $249 MILLION	299	$22,862	$18,419	$28,555	$22,000	4.6	$1,711	87
$250 TO $499 MILLION	106	$24,094	$18,308	$28,999	$23,750	8.4	$1,556	20
$500 TO $999 MILLION	38	$25,508	$20,236	$31,180	$23,650	2.4	$1,351	10
$1 BILLION AND OVER	47	$24,460	$20,740	$31,949	$24,351	6.2	$1,250	6
ALL BANKS	1014	$22,872	$18,588	$28,543	$21,976	4.4	$1,792	289
305 SR MORTGAGE LOAN OFFICER								
UNDER $20 MILLION	6	$31,316	$25,872	$35,226	$35,075		$1,250	2
$20 TO $29 MILLION	8	$33,192	$24,150	$33,500	$32,550	1.3-	$3,550	1
$30 TO $39 MILLION	6	$30,850 *	$17,100	$25,620	$29,860 *	1.2	$2,712	3
$40 TO $49 MILLION	18	$29,459 *	$20,267	$27,800	$25,968	10.5-	$2,094	6
$50 TO $99 MILLION	87	$34,636	$28,720	$41,451	$31,750	1.4-	$3,618	29
$100 TO $249 MILLION	133	$35,671	$29,442	$44,308	$35,108	4.0	$3,785	52
$250 TO $499 MILLION	49	$41,134	$30,073	$49,702	$39,100	3.6	$8,585	13
$500 TO $999 MILLION	29	$41,907	$30,393	$51,201	$38,667	3.4	$7,978	12
$1 BILLION AND OVER	36	$46,044	$35,296	$55,292	$43,847	7.6	$5,748	9
ALL BANKS	372	$37,133	$30,031	$46,219	$35,887	5.0	$4,627	127

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NATIONAL RESULT 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	% CHANGE OVER 1985 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
			MINIMUM	MAXIMUM				
306 MORTGAGE LOAN OFFICER								
UNDER $20 MILLION	13	$21,189	$19,036	$28,796	$21,100	6.8	$1,600	2
$20 TO $29 MILLION	10	$22,528 *	$17,537	$21,787	$23,300 *	11.0	$4,862	4
$30 TO $39 MILLION	19	$22,080	$18,297	$23,386	$21,147	1.4-	$815	8
$40 TO $49 MILLION	26	$23,359	$20,000	$30,730	$22,350	15.7	$2,078	9
$50 TO $99 MILLION	142	$23,431	$20,131	$29,081	$22,750	1.9-	$2,162	45
$100 TO $249 MILLION	212	$25,155	$19,978	$30,569	$23,594	2.5	$2,571	57
$250 TO $499 MILLION	76	$26,793	$21,109	$32,607	$25,500	9.8	$3,332	15
$500 TO $999 MILLION	37	$26,165	$21,280	$32,885	$23,280	2.0-	$2,401	12
$1 BILLION AND OVER	40	$28,080	$23,742	$37,282	$27,500	3.7	$16,240	8
ALL BANKS	575	$24,886	$20,686	$31,455	$23,986	3.6	$3,127	160
307 TRUST ACCOUNT ADMINISTRATOR								
UNDER $20 MILLION	4	INSUFFICIENT DATA						
$20 TO $29 MILLION	1	INSUFFICIENT DATA						
$30 TO $39 MILLION	3	INSUFFICIENT DATA						
$40 TO $49 MILLION	3	INSUFFICIENT DATA						
$50 TO $99 MILLION	44	$24,091	$21,541	$27,231	$19,950 *	9.2	$2,496	12
$100 TO $249 MILLION	113	$27,482	$20,643	$31,298	$25,032	1.7-	$2,103	25
$250 TO $499 MILLION	64	$32,568	$24,108	$37,418	$32,442	4.6-	$2,407	16
$500 TO $999 MILLION	30	$39,913	$29,227	$44,922	$39,551	4.9	$5,351	7
$1 BILLION AND OVER	41	$33,087	$26,459	$41,787	$30,000	6.6-	$5,022	10
ALL BANKS	303	$30,017	$24,000	$36,546	$27,977	3.2	$3,019	74
308 CORPORATE TRUST OFFICER								
UNDER $20 MILLION	3	INSUFFICIENT DATA						
$30 TO $39 MILLION	1	INSUFFICIENT DATA						
$40 TO $49 MILLION	2	INSUFFICIENT DATA						
$50 TO $99 MILLION	12	$34,055 *	$41,604	$68,196	$31,150 *	22.2	$2,097	6
$100 TO $249 MILLION	60	$33,332	$26,083	$41,027	$33,750	7.0	$3,578	14
$250 TO $499 MILLION	53	$36,723	$25,873	$41,590	$37,250	9.6	$2,521	14
$500 TO $999 MILLION	26	$35,979	$25,499	$39,920	$34,150	1.6	$2,845	4
$1 BILLION AND OVER	37	$37,333	$30,546	$47,596	$35,638	.2	$7,912	7
ALL BANKS	194	$35,499	$27,164	$42,879	$34,695	5.5	$3,676	47
309 PERSONAL TRUST OFFICER								
UNDER $20 MILLION	4	INSUFFICIENT DATA						
$40 TO $49 MILLION	7	$20,015 *	$16,000	$18,000	$19,200 *	12.4	$1,209	2
$50 TO $99 MILLION	33	$22,584	$19,301	$28,630	$21,636	20.2	$1,893	12
$100 TO $249 MILLION	101	$26,661	$19,970	$31,148	$26,080	3.1	$1,640	30
$250 TO $499 MILLION	66	$30,219	$22,742	$36,752	$29,333	8.3	$2,878	12
$500 TO $999 MILLION	29	$30,044	$23,883	$37,236	$29,375	13.8	$4,311	5
$1 BILLION AND OVER	42	$34,514	$28,329	$43,945	$31,688	1.2	$4,499	6
ALL BANKS	282	$28,403	$22,896	$35,781	$27,398	6.8	$2,330	68

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NATIONAL RESULT 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	% CHANGE OVER 1985 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
310 STAFF ATTORNEY								
UNDER $20 MILLION	2	INSUFFICIENT DATA						
$20 TO $29 MILLION	1	INSUFFICIENT DATA						
$30 TO $39 MILLION	2	INSUFFICIENT DATA						
$40 TO $49 MILLION	1	INSUFFICIENT DATA						
$50 TO $99 MILLION	10	$33,989 *	$18,000	$18,000	$28,033 *	21.9	$6,639	4
$100 TO $249 MILLION	21	$38,352	$32,099	$49,419	$40,000	14.3	$3,382	6
$250 TO $499 MILLION	15	$44,939	$32,024	$46,709	$40,400	1.9-	$3,933	3
$500 TO $999 MILLION	11	$47,146 *	$27,159	$43,014	$34,700	9.1-	$8,914	5
$1 BILLION AND OVER	44	$50,492	$35,904	$55,693	$44,408	21.3	$8,187	10
ALL BANKS	107	$44,367	$33,341	$51,354	$40,569	6.9	$6,438	29
311 INTERNAL AUDITOR								
UNDER $20 MILLION	10	$22,888 *	$20,635	$22,092	$22,072	18.7	$5,850	3
$20 TO $29 MILLION	19	$18,159 *	$19,145	$24,050	$16,390 *	.3	$1,481	9
$30 TO $39 MILLION	26	$17,546	$15,632	$19,293	$16,400	18.4	$666	10
$40 TO $49 MILLION	30	$17,477	$16,973	$22,516	$16,350 *	4.8-	$1,753	9
$50 TO $99 MILLION	204	$21,295	$17,095	$26,027	$19,627	.9	$1,701	62
$100 TO $249 MILLION	262	$24,429	$19,757	$29,462	$23,450	7.1	$2,112	72
$250 TO $499 MILLION	87	$24,801	$19,928	$31,110	$23,119	4.2	$2,099	18
$500 TO $999 MILLION	40	$30,165	$21,731	$35,376	$27,800	21.9	$2,285	9
$1 BILLION AND OVER	55	$27,450	$22,839	$34,292	$24,312	3.7	$5,287	11
ALL BANKS	733	$23,424	$19,616	$29,523	$22,220	6.4	$2,105	203
312 LOAN REVIEW OFFICER								
UNDER $20 MILLION	7	$18,228 *	$13,820	$16,880	$16,300	12.4-	$2,290	2
$20 TO $29 MILLION	10	$18,373	$15,723	$22,719	$17,750	6.6-	$1,298	4
$30 TO $39 MILLION	9	$23,387 *	$37,250	$55,000	$18,500 *	17.2	$1,596	1
$40 TO $49 MILLION	21	$21,883	$19,200	$30,100	$19,748	12.2	$2,483	6
$50 TO $99 MILLION	95	$24,732	$20,221	$29,545	$22,988	7.9	$1,330	31
$100 TO $249 MILLION	154	$28,490	$21,877	$33,623	$26,388	2.5	$1,977	35
$250 TO $499 MILLION	53	$32,900	$25,013	$40,039	$31,000	8.5	$2,508	12
$500 TO $999 MILLION	35	$32,600	$23,330	$40,730	$30,300	2.4	$3,737	10
$1 BILLION AND OVER	48	$34,770	$27,587	$42,851	$30,290	.2	$6,794	7
ALL BANKS	432	$28,393	$23,142	$36,048	$26,000	2.3	$2,331	108
313 BUSINESS DEVELOPMENT OFFICER								
UNDER $20 MILLION	3	INSUFFICIENT DATA						
$20 TO $29 MILLION	5	$24,740	$18,300	$28,300	$25,200	13.2	$163	2
$30 TO $39 MILLION	7	$20,687 *	$12,500	$20,000	$22,000 *	14.0	$1,350	2
$40 TO $49 MILLION	11	$27,203	$27,200	$35,000	$24,000 *	17.1	$1,090	5
$50-TO $99 MILLION	69	$25,978	$20,155	$29,268	$25,000	4.2	$2,532	18
$100 TO $249 MILLION	114	$28,721	$21,996	$34,589	$27,500	.9-	$2,347	31
$250 TO $499 MILLION	54	$32,461	$23,548	$37,527	$29,119	1.1	$3,350	14
$500 TO $999 MILLION	27	$32,117	$22,685	$35,264	$31,166	5.2	$4,492	10
$1 BILLION AND OVER	36	$35,064	$27,810	$44,333	$34,600	21.1	$5,245	9
ALL BANKS	326	$29,526	$23,016	$35,894	$27,975	3.9	$2,921	91

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NATIONAL RESULT 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	% CHANGE OVER 1985 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
314 SYSTEMS ANALYST								
$20 TO $29 MILLION	1	INSUFFICIENT DATA						
$30 TO $39 MILLION	1	INSUFFICIENT DATA						
$40 TO $49 MILLION	2	INSUFFICIENT DATA						
$50 TO $99 MILLION	12	$24,315	$17,282	$26,569	$24,304	11.3	$1,477	6
$100 TO $249 MILLION	57	$26,281	$19,996	$30,740	$26,250	5.0	$2,185	14
$250 TO $499 MILLION	39	$29,223	$22,504	$35,276	$28,372	1.7-	$1,689	8
$500 TO $999 MILLION	23	$29,699	$22,643	$34,663	$30,250	9.0	$1,675	7
$1 BILLION AND OVER	52	$31,622	$28,965	$39,225	$31,221	5.7	$2,745	8
ALL BANKS	187	$28,619	$24,078	$35,215	$28,650	2.8	$1,976	44
315 SR COMPUTER PROGRAMMER								
UNDER $20 MILLION	2	INSUFFICIENT DATA						
$20 TO $29 MILLION	1	INSUFFICIENT DATA						
$40 TO $49 MILLION	1	INSUFFICIENT DATA						
$50 TO $99 MILLION	18	$22,326	$18,703	$24,518	$19,760	7.9-	$1,797	9
$100 TO $249 MILLION	45	$26,931	$18,174	$27,347	$26,248	14.1	$1,456	9
$250 TO $499 MILLION	30	$29,327	$18,724	$29,769	$28,790	9.6	$1,278	5
$500 TO $999 MILLION	18	$29,764	$23,294	$34,350	$30,031	13.7	$1,103	2
$1 BILLION AND OVER	50	$30,864	$23,819	$37,737	$30,112	5.5	$2,659	7
ALL BANKS	165	$28,281	$21,301	$32,503	$28,822	9.4	$1,785	33
316 COMPUTER PROGRAMMER								
UNDER $20 MILLION	2	INSUFFICIENT DATA						
$20 TO $29 MILLION	1	INSUFFICIENT DATA						
$30 TO $39 MILLION	2	INSUFFICIENT DATA						
$40 TO $49 MILLION	2	INSUFFICIENT DATA						
$50 TO $99 MILLION	26	$16,147	$12,374	$17,650	$15,834	.5-	$1,000	8
$100 TO $249 MILLION	65	$18,143	$14,191	$20,875	$18,240	2.0	$1,364	15
$250 TO $499 MILLION	46	$20,980	$15,352	$23,672	$20,280	.1-	$1,115	10
$500 TO $999 MILLION	17	$23,398	$17,598	$27,089	$22,555	10.0	$1,473	5
$1 BILLION AND OVER	55	$24,189	$19,971	$30,510	$24,365	11.1	$1,725	9
ALL BANKS	216	$20,430	$16,644	$24,999	$20,620	4.6	$1,500	50
317 SR COMPUTER OPERATOR								
UNDER $20 MILLION	10	$13,700	$12,437	$16,900	$13,215	11.2	$705	2
$20 TO $29 MILLION	9	$14,185	$13,300	$17,265	$13,700	8.8-	$2,311	4
$30 TO $39 MILLION	9	$14,456 *	$10,625	$13,676	$13,000	.8	$826	6
$40 TO $49 MILLION	18	$15,142	$13,464	$17,927 *	$13,150 *	8.8	$789	5
$50 TO $99 MILLION	53	$15,909	$12,846	$17,661	$14,622	8.9	$1,243	17
$100 TO $249 MILLION	87	$16,788	$13,135	$19,449	$16,190	6.3	$918	20
$250 TO $499 MILLION	44	$17,349	$13,495	$20,382	$16,650	3.7	$918	5
$500 TO $999 MILLION	22	$17,941	$14,941	$21,720	$17,610	.5	$778	5
$1 BILLION AND OVER	53	$20,263	$16,824	$25,183	$20,082	3.0	$1,530	7
ALL BANKS	305	$17,063	$14,184	$20,768	$16,604	5.1	$1,102	71

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NATIONAL RESULT 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	% CHANGE OVER 1985 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
318 COMPUTER OPERATOR								
UNDER $20 MILLION	15	$11,313	$9,801	$12,065	$11,796	8.7	$1,214	4
$20 TO $29 MILLION	16	$12,135	$11,278	$15,499	$12,200	1.1	$674	6
$30 TO $39 MILLION	18	$12,648	$10,490	$15,596	$12,134	8.3	$789	7
$40 TO $49 MILLION	26	$11,646	$9,648	$13,600	$11,426	6.5	$766	8
$50 TO $99 MILLION	120	$12,289	$10,333	$14,605	$12,023	4.6	$642	41
$100 TO $249 MILLION	171	$12,650	$10,568	$15,580	$12,233	4.6	$789	44
$250 TO $499 MILLION	81	$13,706	$11,367	$16,852	$13,233	3.5	$636	11
$500 TO $999 MILLION	28	$14,119	$11,856	$17,351	$14,248	6.5	$631	6
$1 BILLION AND OVER	59	$15,752	$13,559	$20,157	$15,493	.7-	$1,152	8
ALL BANKS	534	$13,048	$11,234	$16,405	$12,600	4.2	$752	135
319 STAFF APPRAISER								
$30 TO $39 MILLION	2	INSUFFICIENT DATA						
$40 TO $49 MILLION	1	INSUFFICIENT DATA						
$50 TO $99 MILLION	9	$28,596	$23,679	$41,393	$22,800 *		$1,323	4
$100 TO $249 MILLION	15	$23,928	$20,856	$30,108	$22,500	4.7	$1,175	2
$250 TO $499 MILLION	12	$23,514	$17,905	$28,142	$24,504	8.6	$1,000	1
$500 TO $999 MILLION	9	$29,882	$20,889	$32,093	$30,000	13.6	$7,319	2
$1 BILLION AND OVER	18	$26,810	$21,510	$32,939	$25,810	5.1-		
ALL BANKS	66	$25,975	$20,920	$32,406	$25,100	4.8	$2,587	9
320 CONSUMER LOAN COLLECTOR								
UNDER $20 MILLION	20	$14,619	$14,271	$16,709	$14,515	6.2	$811	4
$20 TO $29 MILLION	11	$13,239 *	$14,928	$16,428	$12,110 *	9.6-	$750	3
$30 TO $39 MILLION	13	$16,206	$16,050	$22,950	$16,524	17.8	$100	1
$40 TO $49 MILLION	21	$16,546	$13,900	$20,710	$15,000	9.1-	$927	3
$50 TO $99 MILLION	137	$16,510	$13,313	$19,329	$15,000	.1	$1,046	32
$100 TO $249 MILLION	216	$16,168	$12,828	$19,463	$15,399	8.4	$1,023	47
$250 TO $499 MILLION	99	$15,739	$12,730	$19,238	$14,800	4.8	$895	15
$500 TO $999 MILLION	43	$16,637	$13,258	$20,206	$15,504	7.0	$652	9
$1 BILLION AND OVER	54	$16,121	$13,715	$20,948	$15,439	.1	$1,091	6
ALL BANKS	614	$16,115	$13,115	$19,626	$15,204	4.9	$965	120
321 PERSONNEL ASSISTANT								
UNDER $20 MILLION	8	$16,223 *	$16,672	$21,603	$15,690 *		$2,000	1
$20 TO $29 MILLION	7	$16,778 *	$20,400	$28,800	$14,200 *	4.8-		
$30 TO $39 MILLION	4	INSUFFICIENT DATA						
$40 TO $49 MILLION	4	INSUFFICIENT DATA						
$50 TO $99 MILLION	62	$15,483	$12 099	$17,951	$15,500	.2	$562	14
$100 TO $249 MILLION	164	$16,679	$13,098	$19,709	$15,637	2.9	$1,109	31
$250 TO $499 MILLION	93	$16,566	$13,548	$20,321	$16,200	.2-	$1,001	17
$500 TO $999 MILLION	23	$18,487	$14,728	$21,746	$16,958	5.8-	$940	5
$1 BILLION AND OVER	33	$21,026	$17,492	$26,246	$19,350	5.3	$1,512	2
ALL BANKS	398	$16,912	$13,716	$20,496	$16,006	2.0	$965	72

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NATIONAL RESULT 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MAXIMUM	MEDIAN BASE SALARY	% CHANGE OVER 1985 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
322 EMPLOYMENT INTERVIEWER								
UNDER $20 MILLION	2	INSUFFICIENT DATA						
$20 TO $29 MILLION	1	INSUFFICIENT DATA						
$30 TO $39 MILLION	1	INSUFFICIENT DATA						
$40 TO $49 MILLION	1	INSUFFICIENT DATA						
$50 TO $99 MILLION	3	INSUFFICIENT DATA						
$100 TO $249 MILLION	12	$23,277 *	$16,174	$23,039	$20,320	5.2	$1,250	1
$250 TO $499 MILLION	22	$18,593	$14,900	$22,591	$17,693	11.6	$1,245	5
$500 TO $999 MILLION	22	$17,970	$15,441	$23,109	$17,600	3.5	$671	2
$1 BILLION AND OVER	59	$21,389	$18,333	$27,746	$21,245	6.5	$1,739	5
ALL BANKS	123	$21,125	$17,162	$25,917	$20,490	6.9	$1,425	16
323 ASST BRANCH MANAGER(LARGE +31)								
$30 TO $39 MILLION	1	INSUFFICIENT DATA						
$40 TO $49 MILLION	2	INSUFFICIENT DATA						
$50 TO $99 MILLION	4	INSUFFICIENT DATA						
$100 TO $249 MILLION	11	$26,584	$20,336	$32,818	$24,000	4.8	$2,707	3
$250 TO $499 MILLION	12	$27,536	$22,369	$35,053	$27,480	4.5	$2,000	1
$500 TO $999 MILLION	9	$24,621	$19,622	$30,607	$23,170	4.8	$2,061	2
$1 BILLION AND OVER	23	$28,765	$24,139	$37,288	$27,367	.6-	$1,567	4
ALL BANKS	62	$27,046	$22,014	$34,282	$25,764	7.4	$2,051	10
324 ASST BRANCH MANAGER(MED 10-30)								
UNDER $20 MILLION	2	INSUFFICIENT DATA						
$20 TO $29 MILLION	1	INSUFFICIENT DATA						
$30 TO $39 MILLION	2	INSUFFICIENT DATA						
$40 TO $49 MILLION	5	$22,598 *	$27,750	$27,750	$22,530 *		$3,498	2
$50 TO $99 MILLION	40	$21,186	$19,144	$28,291	$19,700	2.3	$898	12
$100 TO $249 MILLION	97	$20,427	$16,939	$25,522	$18,675	1.3	$1,380	25
$250 TO $499 MILLION	66	$21,537	$17,010	$26,472	$20,540	6.0	$1,381	17
$500 TO $999 MILLION	37	$20,813	$17,296	$27,372	$20,354	1.3	$1,495	11
$1 BILLION AND OVER	44	$22,858	$19,703	$30,178	$22,214	2.5	$1,048	8
ALL BANKS	294	$21,149	$17,734	$27,067	$20,327	3.1	$1,332	76
325 ASST BRANCH MANAGER(SMALL 10)								
UNDER $20 MILLION	7	$15,541	$13,070	$18,982	$15,485		$2,500	2
$20 TO $29 MILLION	10	$14,103 *	$14,213	$20,438	$13,672 *	6.4-	$850	1
$30 TO $39 MILLION	11	$15,419 *	$16,167	$18,833	$15,000 *	21.0	$979	3
$40 TO $49 MILLION	10	$14,169	$13,700	$19,400	$14,100	.7-	$764	2
$50 TO $99 MILLION	87	$15,996	$14,383	$21,601	$15,524	6.4	$982	28
$100 TO $249 MILLION	127	$16,798	$14,463	$21,748	$15,927	2.5	$1,109	29
$250 TO $499 MILLION	57	$18,765	$15,443	$23,789	$18,300	7.0	$936	12
$500 TO $999 MILLION	28	$19,774	$16,499	$26,008	$19,400	6.4	$1,779	7
$1 BILLION AND OVER	35	$20,591	$17,578	$27,214	$20,105	2.6	$889	7
ALL BANKS	372	$17,276	$15,299	$23,269	$16,520	2.9	$1,098	91

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NATIONAL RESULT 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	% CHANGE OVER 1985 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
326 ACCOUNTANT								
UNDER $20 MILLION	4	INSUFFICIENT DATA						
$20 TO $29 MILLION	2	INSUFFICIENT DATA						
$30 TO $39 MILLION	2	INSUFFICIENT DATA						
$40 TO $49 MILLION	5	$18,019			$19,300			
$50 TO $99 MILLION	45	$21,259	$19,666	$29,682	$19,500 *	2.4	$1,207	15
$100 TO $249 MILLION	95	$21,478	$16,506	$25,465	$20,080	4.4-	$1,382	21
$250 TO $499 MILLION	58	$22,330	$17,657	$27,052	$21,150	5.8	$1,211	12
$500 TO $999 MILLION	29	$23,347	$19,533	$32,845	$21,253	4.6	$3,250	4
$1 BILLION AND OVER	55	$23,251	$19,517	$29,987	$22,000	1.3	$2,105	8
ALL BANKS	295	$22,032	$18,216	$28,280	$20,845	3.2	$1,516	61
327 OFFICER TRAINEE (B.A.)								
UNDER $20 MILLION	6	$14,693			$14,780	4.5	$1,150	2
$20 TO $29 MILLION	6	$19,038	$15,250	$21,088	$17,925	6.7	$1,500	1
$30 TO $39 MILLION	6	$17,713 *	$18,500	$18,500	$18,850 *			
$40 TO $49 MILLION	9	$15,611 *	$15,250	$15,250	$16,300 *		$2,160	5
$50 TO $99 MILLION	50	$15,517	$14,357	$19,397	$14,980	1.9	$828	14
$100 TO $249 MILLION	69	$15,850	$13,481	$19,245	$14,997	1.6	$997	12
$250 TO $499 MILLION	56	$16,442	$13,783	$21,439	$15,825	5.5	$785	4
$500 TO $999 MILLION	29	$16,409	$14,842	$21,749	$16,000	6.7	$400	2
$1 BILLION AND OVER	50	$18,964	$16,051	$23,678	$18,223	5.6	$2,661	2
ALL BANKS	281	$16,596	$14,548	$21,125	$15,993	6.1	$1,129	42
328 OFFICER TRAINEE (M.A.)								
$50 TO $99 MILLION	3	INSUFFICIENT DATA						
$100 TO $249 MILLION	7	$17,621	$16,691	$23,922	$17,450			
$250 TO $499 MILLION	4	INSUFFICIENT DATA						
$500 TO $999 MILLION	3	INSUFFICIENT DATA						
$1 BILLION AND OVER	19	$27,065	$19,842	$29,224	$25,600			
ALL BANKS	36	$22,858	$17,883	$26,611	$20,890		$833	3
329 ADVERTISING OFFICER								
UNDER $20 MILLION	4	INSUFFICIENT DATA						
$30 TO $39 MILLION	1	INSUFFICIENT DATA						
$40 TO $49 MILLION	5	$18,320	$13,000	$20,500	$18,000		$2,000	1
$50 TO $99 MILLION	35	$20,097	$14,655	$22,115	$19,589	11.0	$1,506	8
$100 TO $249 MILLION	43	$22,101	$16,613	$25,126	$21,427	9.9	$1,733	8
$250 TO $499 MILLION	31	$23,415	$17,478	$26,917	$22,100	.7	$1,492	7
$500 TO $999 MILLION	18	$25,668	$20,399	$29,822	$26,440	6.2	$1,155	3
$1 BILLION AND OVER	37	$37,140	$29,770	$46,013	$30,868	2.8-	$5,800	6
ALL BANKS	174	$25,307	$20,826	$31,618	$23,000	4.1	$2,278	34

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

NATIONAL RESULT 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	% CHANGE OVER 1985 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
330 NEW ACCOUNTS OFFICER								
UNDER $20 MILLION	8	$18,001	$15,333	$18,857	$17,196	5.3	$1,287	3
$20 TO $29 MILLION	24	$16,227	$12,700	$18,554	$15,450	3.0-	$2,020	5
$30 TO $39 MILLION	20	$17,447	$15,142	$20,633	$18,240	9.7	$1,317	5
$40 TO $49 MILLION	26	$18,751	$15,527	$19,293	$17,038	.2	$1,785	12
$50 TO $99 MILLION	152	$18,929	$15,170	$22,951	$18,353	.6	$1,635	52
$100 TO $249 MILLION	179	$20,401	$16,168	$24,828	$19,500	1.6	$1,438	53
$250 TO $499 MILLION	49	$23,058	$17,532	$26,874	$22,429	6.5	$1,931	7
$500 TO $999 MILLION	14	$19,610	$16,536	$24,604	$19,437	6.9	$1,635	4
$1 BILLION AND OVER	22	$23,626	$19,479	$29,942	$21,410	9.1	$3,661	3
ALL BANKS	494	$19,887	$16,213	$24,462	$19,100	3.2	$1,627	144
401 CHIEF EXECUTIVE OFFICER								
UNDER $20 MILLION	101	$52,614	$44,472	$53,205	$49,900	7.9	$11,325	39
$20 TO $29 MILLION	106	$58,052	$46,667	$66,719	$54,969	4.3	$8,675	35
$30 TO $39 MILLION	100	$59,036	$54,025	$71,404	$59,000	7.4	$9,485	42
$40 TO $49 MILLION	118	$67,193	$55,746	$75,672	$62,571	4.4	$11,324	53
$50 TO $99 MILLION	417	$73,358	$56,012	$86,351	$70,803	6.4	$13,979	200
$100 TO $249 MILLION	389	$93,692	$67,733	$107,053	$89,953	5.8	$22,987	178
$250 TO $499 MILLION	132	$124,102	$87,705	$146,703	$120,050	4.3	$35,694	62
$500 TO $999 MILLION	46	$154,941	$107,834	$177,886	$150,650	8.1	$48,667	22
$1 BILLION AND OVER	64	$249,912	$176,736	$277,296	$220,000	2.8-	$98,220	36
ALL BANKS	1473	$89,416	$74,261	$115,282	$76,064	5.7	$23,165	667
402 CHIEF ADMINISTRATIVE OFFICER								
UNDER $20 MILLION	39	$41,432	$34,609	$47,026	$37,800	.8	$5,899	19
$20 TO $29 MILLION	38	$40,641	$35,340	$49,969	$38,540	3.6	$4,141	13
$30 TO $39 MILLION	40	$42,476	$37,653	$49,947	$39,920	3.8-	$5,733	21
$40 TO $49 MILLION	52	$47,285	$39,362	$50,448	$46,150	8.2	$7,154	22
$50 TO $99 MILLION	219	$52,921	$41,146	$61,243	$50,938	5.9	$7,453	102
$100 TO $249 MILLION	248	$65,804	$51,383	$79,825	$64,005	7.0	$11,300	114
$250 TO $499 MILLION	98	$89,270	$57,848	$97,818	$87,250	2.2	$21,800	44
$500 TO $999 MILLION	38	$99,609	$71,874	$123,663	$89,825	2.1	$27,953	18
$1 BILLION AND OVER	51	$168,128	$124,935	$198,580	$151,500	1.0-	$58,392	31
ALL BANKS	823	$68,348	$57,188	$90,174	$59,538	9.0	$15,012	384
403 CHIEF FINANCIAL OFFICER								
UNDER $20 MILLION	22	$38,358	$38,190	$51,898	$37,400 *	6.9	$3,755	8
$20 TO $29 MILLION	21	$38,224 *	$38,841	$48,473	$34,000 *	8.7-	$5,495	3
$30 TO $39 MILLION	26	$39,470 *	$44,080	$57,875	$38,352 *	5.9	$2,651	7
$40 TO $49 MILLION	26	$42,076	$32,156	$47,017	$41,000		$4,662	11
$50 TO $99 MILLION	142	$42,889	$33,684	$50,536	$42,411	6.6	$6,652	63
$100 TO $249 MILLION	190	$49,769	$38,534	$60,157	$48,700	7.7	$7,220	82
$250 TO $499 MILLION	76	$59,923	$43,296	$71,218	$58,100	2.1	$12,863	38
$500 TO $999 MILLION	39	$74,093	$57,053	$94,988	$70,000	8.4	$31,584	18
$1 BILLION AND OVER	63	$101,320	$76,064	$121,668	$86,000	8.0-	$33,079	36
ALL BANKS	605	$54,812	$46,881	$74,346	$49,200	6.9	$12,690	266

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NATIONAL RESULT 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	% CHANGE OVER 1985 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
326 ACCOUNTANT								
UNDER $20 MILLION	4	INSUFFICIENT DATA						
$20 TO $29 MILLION	2	INSUFFICIENT DATA						
$30 TO $39 MILLION	2	INSUFFICIENT DATA						
$40 TO $49 MILLION	5	$18,019			$19,300			
$50 TO $99 MILLION	45	$21,259	$19,666	$29,682	$19,500 *	2.4	$1,207	15
$100 TO $249 MILLION	95	$21,478	$16,506	$25,465	$20,080	4.4-	$1,382	21
$250 TO $499 MILLION	58	$22,330	$17,657	$27,052	$21,150	5.8	$1,211	12
$500 TO $999 MILLION	29	$23,347	$19,533	$32,845	$21,253	4.6	$3,250	4
$1 BILLION AND OVER	55	$23,251	$19,517	$29,987	$22,000	1.3	$2,105	8
ALL BANKS	295	$22,032	$18,216	$28,280	$20,845	3.2	$1,516	61
327 OFFICER TRAINEE (B.A.)								
UNDER $20 MILLION	6	$14,693			$14,780	4.5	$1,150	2
$20 TO $29 MILLION	6	$19,038	$15,250	$21,088	$17,925	6.7	$1,500	1
$30 TO $39 MILLION	6	$17,713 *	$18,500	$18,500	$18,850 *			
$40 TO $49 MILLION	9	$15,611 *	$15,250	$15,250	$16,300 *		$2,160	5
$50 TO $99 MILLION	50	$15,517	$14,357	$19,397	$14,980	1.9	$828	14
$100 TO $249 MILLION	69	$15,850	$13,481	$19,245	$14,997	1.6	$997	12
$250 TO $499 MILLION	56	$16,442	$13,783	$21,439	$15,825	5.5	$785	4
$500 TO $999 MILLION	29	$16,409	$14,842	$21,749	$16,000	6.7	$400	2
$1 BILLION AND OVER	50	$18,964	$16,051	$23,678	$18,223	5.6	$2,661	2
ALL BANKS	281	$16,596	$14,548	$21,125	$15,993	6.1	$1,129	42
328 OFFICER TRAINEE (M.A.)								
$50 TO $99 MILLION	3	INSUFFICIENT DATA						
$100 TO $249 MILLION	7	$17,621	$16,691	$23,922	$17,450			
$250 TO $499 MILLION	4	INSUFFICIENT DATA						
$500 TO $999 MILLION	3	INSUFFICIENT DATA						
$1 BILLION AND OVER	19	$27,065	$19,842	$29,224	$25,600			
ALL BANKS	36	$22,858	$17,883	$26,611	$20,890		$833	3
329 ADVERTISING OFFICER								
UNDER $20 MILLION	4	INSUFFICIENT DATA						
$30 TO $39 MILLION	1	INSUFFICIENT DATA						
$40 TO $49 MILLION	5	$18,320	$13,000	$20,500	$18,000		$2,000	1
$50 TO $99 MILLION	35	$20,097	$14,655	$22,115	$19,589	11.0	$1,506	8
$100 TO $249 MILLION	43	$22,101	$16,613	$25,126	$21,427	9.9	$1,733	8
$250 TO $499 MILLION	31	$23,415	$17,478	$26,917	$22,100	.7	$1,492	7
$500 TO $999 MILLION	18	$25,668	$20,399	$29,822	$26,440	6.2	$1,155	3
$1 BILLION AND OVER	37	$37,140	$29,770	$46,013	$30,868	2.8-	$5,800	6
ALL BANKS	174	$25,307	$20,826	$31,618	$23,000	4.1	$2,278	34

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NATIONAL RESULT 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	% CHANGE OVER 1985 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
404 SR OPERATIONS OFFICER								
UNDER $20 MILLION	45	$29,661	$24,510	$31,322	$26,400	2.9-	$3,101	12
$20 TO $29 MILLION	63	$30,459	$26,440	$36,445	$29,866	9.0	$3,456	20
$30 TO $39 MILLION	58	$31,953	$29,371	$39,364	$31,874	9.9	$3,273	18
$40 TO $49 MILLION	75	$32,583	$27,745	$39,623	$31,819	6.3	$3,453	31
$50 TO $99 MILLION	269	$35,733	$29,526	$44,659	$34,975	3.1	$4,306	113
$100 TO $249 MILLION	286	$42,939	$33,644	$51,088	$41,950	3.9	$5,669	113
$250 TO $499 MILLION	110	$51,191	$38,276	$62,092	$50,170	5.3	$9,127	45
$500 TO $999 MILLION	45	$58,145	$45,489	$71,926	$56,200	10.3	$8,497	20
$1 BILLION AND OVER	56	$84,839	$64,007	$99,719	$70,006		$22,799	32
ALL BANKS	1007	$42,169	$36,248	$55,484	$38,458	2.9	$6,707	404
405 OPERATIONS OFFICER								
UNDER $20 MILLION	51	$19,562	$16,176	$20,677	$18,300	5.0-	$1,438	13
$20 TO $29 MILLION	60	$21,501	$18,417	$26,568	$19,353	2.2-	$1,511	17
$30 TO $39 MILLION	67	$20,849	$17,821	$24,755	$19,584	1.1-	$1,601	19
$40 TO $49 MILLION	74	$24,285	$19,793	$26,857	$22,650	12.9	$2,013	28
$50 TO $99 MILLION	278	$23,678	$19,349	$28,671	$22,015	3.8	$1,944	93
$100 TO $249 MILLION	294	$25,023	$20,351	$31,346	$23,969	5.1	$2,183	82
$250 TO $499 MILLION	98	$29,399	$22,879	$37,790	$27,772	.8-	$3,228	21
$500 TO $999 MILLION	43	$35,455	$27,699	$44,503	$33,667	19.3	$2,807	17
$1 BILLION AND OVER	52	$46,935	$39,028	$61,803	$44,600	3.2	$8,826	15
ALL BANKS	1017	$25,831	$22,428	$34,564	$23,230	4.7	$2,423	305
406 PERSONNEL OFFICER/DIRECTOR								
UNDER $20 MILLION	10	$25,798	$21,832	$33,247	$24,500	11.3-	$3,700	2
$20 TO $29 MILLION	12	$27,910 *	$28,000	$37,500	$23,625 *	4.5-	$2,386	3
$30 TO $39 MILLION	8	$30,469 *	$31,167	$38,943	$27,850 *		$2,452	4
$40 TO $49 MILLION	21	$25,554	$19,693	$28,449	$24,600	13.4	$2,168	9
$50 TO $99 MILLION	171	$24,947	$20,799	$30,773	$23,760	5.5	$2,490	61
$100 TO $249 MILLION	285	$27,420	$23,309	$36,324	$26,280	.8	$2,370	80
$250 TO $499 MILLION	129	$35,026	$28,075	$44,952	$33,550	2.0	$5,085	40
$500 TO $999 MILLION	48	$42,994	$34,410	$55,020	$43,550	.6	$5,226	21
$1 BILLION AND OVER	65	$67,958	$53,695	$84,484	$66,700	2.6	$16,470	31
ALL BANKS	749	$32,644	$28,631	$44,676	$28,543	3.8	$4,817	251
407 MARKETING OFFICER								
UNDER $20 MILLION	11	$23,775 *	$14,772	$16,527	$22,500 *	8.2-	$467	3
$20 TO $29 MILLION	12	$28,075 *	$30,133	$38,400	$19,800 *	3.7-	$1,460	5
$30 TO $39 MILLION	11	$26,757 *	$17,000	$22,700	$19,436		$967	3
$40 TO $49 MILLION	22	$22,215	$20,279	$31,179	$20,730	4.5-	$2,523	6
$50 TO $99 MILLION	133	$26,821	$22,273	$33,085	$24,900	.2	$3,107	45
$100 TO $249 MILLION	238	$29,703	$24,101	$37,708	$28,350	1.3	$2,875	76
$250 TO $499 MILLION	103	$36,798	$28,549	$45,575	$36,000	5.2-	$5,133	30
$500 TO $999 MILLION	43	$44,215	$33,743	$54,333	$43,300	2.4	$4,726	15
$1 BILLION AND OVER	52	$59,784	$44,257	$69,606	$56,350	11.8-	$11,966	21
ALL BANKS	625	$33,320	$27,982	$43,736	$30,575	1.6	$4,222	204

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NATIONAL RESULT 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	% CHANGE OVER 1985 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
			MINIMUM	MAXIMUM				
408 CONTROLLER								
UNDER $20 MILLION	11	$35,360	$34,275	$38,302	$36,596		$4,600	5
$20 TO $29 MILLION	5	$27,357	$23,000	$30,000	$26,500		$4,000	1
$30 TO $39 MILLION	15	$26,766	$25,850	$33,520	$26,750	11.4-	$1,244	6
$40 TO $49 MILLION	23	$32,253	$30,170	$40,390	$30,500	13.4	$2,439	8
$50 TO $99 MILLION	123	$30,401	$24,039	$36,733	$30,100	.5	$2,484	40
$100 TO $249 MILLION	206	$36,268	$27,811	$43,278	$35,902	7.5	$3,520	74
$250 TO $499 MILLION	91	$40,147	$30,518	$48,558	$39,913	2.7	$5,371	25
$500 TO $999 MILLION	42	$45,421	$35,047	$57,528	$43,850	5.3	$6,726	13
$1 BILLION AND OVER	57	$62,749	$49,835	$77,570	$59,680	1.5-	$12,741	23
ALL BANKS	573	$38,439	$31,784	$49,545	$36,400	4.2	$4,762	195
409 GENERAL ACCOUNTING MANAGER								
UNDER $20 MILLION	10	$16,096 *	$13,245	$15,245	$15,564 *	7.4	$1,258	5
$20 TO $29 MILLION	12	$20,313 *	$22,181	$29,320	$17,600 *	6.7	$1,681	5
$30 TO $39 MILLION	8	$19,937	$18,000	$29,400	$19,850		$1,110	3
$40 TO $49 MILLION	25	$18,881	$16,418	$21,053	$17,600	16.6	$1,706	6
$50 TO $99 MILLION	101	$19,707	$17,007	$24,946	$18,800	.8	$1,219	30
$100 TO $249 MILLION	125	$22,617	$18,861	$28,190	$22,000	4.8	$2,118	36
$250 TO $499 MILLION	58	$42,474 *	$20,968	$33,172	$26,050	2.0	$2,706	12
$500 TO $999 MILLION	35	$29,936	$23,785	$36,209	$30,400	4.5	$2,440	11
$1 BILLION AND OVER	59	$39,254	$31,193	$47,921	$38,700	1.0-	$4,778	13
ALL BANKS	433	$26,994	$22,111	$33,379	$22,163	5.5	$2,169	121
410 BRANCH ADMINISTRATION OFFICER								
UNDER $20 MILLION	1	INSUFFICIENT DATA						
$20 TO $29 MILLION	4	INSUFFICIENT DATA						
$30 TO $39 MILLION	1	INSUFFICIENT DATA						
$40 TO $49 MILLION	4	INSUFFICIENT DATA						
$50 TO $99 MILLION	38	$29,654	$25,992	$41,966	$28,600	6.0-	$1,593	12
$100 TO $249 MILLION	103	$35,216	$29,559	$47,866	$33,630	7.3	$3,943	35
$250 TO $499 MILLION	70	$41,156	$31,120	$51,273	$41,250	2.7	$7,874	26
$500 TO $999 MILLION	39	$49,411	$40,586	$64,253	$46,000	2.2-	$6,275	18
$1 BILLION AND OVER	45	$62,067	$49,335	$76,251	$62,000	7.8	$14,339	21
ALL BANKS	305	$41,550	$35,269	$56,581	$38,375	2.1	$6,820	115
411 BRANCH MANAGER (LARGE +31)								
$20 TO $29 MILLION	1	INSUFFICIENT DATA						
$40 TO $49 MILLION	5	$52,947 *	$27,560	$39,325	$37,200		$1,250	2
$50 TO $99 MILLION	14	$34,951	$28,718	$45,066	$36,300	9.9	$2,585	6
$100 TO $249 MILLION	32	$39,283	$27,160	$43,916	$35,100	11.2	$5,534	14
$250 TO $499 MILLION	23	$40,420	$29,294	$47,448	$38,645	1.3	$4,933	3
$500 TO $999 MILLION	15	$40,429	$29,784	$50,581	$35,950	8.0	$3,070	9
$1 BILLION AND OVER	35	$43,052	$34,412	$53,046	$42,918	12.1	$3,149	10
ALL BANKS	125	$40,721	$30,672	$48,778	$37,000	2.9	$3,850	44

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NATIONAL RESULT 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	% CHANGE OVER 1985 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
			MINIMUM	MAXIMUM				
412 BRANCH MANAGER (MEDIUM 10-30)								
UNDER $20 MILLION	2	INSUFFICIENT DATA						
$20 TO $29 MILLION	6	$26,699 *	$14,663	$17,885	$27,760 *		$2,111	2
$30 TO $39 MILLION	7	$29,343 *	$32,000	$36,000	$18,600 *		$625	2
$40 TO $49 MILLION	10	$27,036 *	$44,500	$44,500	$28,250 *		$5,298	5
$50 TO $99 MILLION	79	$31,600	$24,629	$37,604	$29,200	4.9-	$3,097	31
$100 TO $249 MILLION	162	$29,921	$23,255	$36,534	$28,568	5.3	$3,179	52
$250 TO $499 MILLION	87	$30,285	$23,431	$37,982	$28,500	5.2	$3,808	28
$500 TO $999 MILLION	43	$30,416	$23,890	$39,315	$28,550	.9	$2,592	16
$1 BILLION AND OVER	55	$32,964	$27,949	$43,766	$32,658	7.3	$2,334	13
ALL BANKS	451	$30,608	$24,389	$38,468	$29,123	3.7	$3,166	149
413 BRANCH MANAGER (SMALL 10)								
UNDER $20 MILLION	20	$19,489	$17,619	$24,826	$20,000	7.2	$1,952	3
$20 TO $29 MILLION	18	$18,963	$16,269	$24,206	$18,934	4.8	$1,238	4
$30 TO $39 MILLION	27	$26,209	$23,268	$26,576	$25,200	21.4	$1,338	7
$40 TO $49 MILLION	40	$23,313	$20,337	$27,072	$21,964	16.8	$2,011	11
$50 TO $99 MILLION	212	$22,788	$18,045	$26,974	$20,500	2.6	$2,011	76
$100 TO $249 MILLION	252	$23,624	$19,054	$30,325	$22,550	4.6	$1,773	73
$250 TO $499 MILLION	98	$25,370	$20,572	$33,259	$24,131	8.2	$2,665	28
$500 TO $999 MILLION	40	$25,557	$20,699	$34,087	$24,542	3.0	$2,296	13
$1 BILLION AND OVER	49	$26,288	$21,899	$34,446	$25,960	3.9	$2,095	10
ALL BANKS	756	$23,748	$19,521	$30,491	$22,856	5.7	$2,000	225
414 DATA PROCESSING DIRECTOR								
UNDER $20 MILLION	3	INSUFFICIENT DATA						
$20 TO $29 MILLION	4	INSUFFICIENT DATA						
$30 TO $39 MILLION	7	$20,395 *	$21,067	$23,500	$23,568 *		$1,398	1
$40 TO $49 MILLION	11	$21,291	$21,000	$23,813	$19,500 *		$3,429	4
$50 TO $99 MILLION	42	$28,349	$22,343	$30,461	$29,475	6.0	$3,185	19
$100 TO $249 MILLION	100	$36,545	$27,784	$42,338	$37,708	12.2	$3,681	37
$250 TO $499 MILLION	60	$44,199	$30,872	$50,585	$44,250	2.5	$4,083	19
$500 TO $999 MILLION	26	$48,993	$39,733	$63,653	$48,450	5.4	$8,492	13
$1 BILLION AND OVER	47	$76,001	$56,518	$88,524	$71,474	4.7-	$24,762	22
ALL BANKS	300	$43,084	$35,657	$55,465	$40,550	3.8	$8,107	117
415 COMPUTER CENTER MANAGER								
UNDER $20 MILLION	2	INSUFFICIENT DATA						
$20 TO $29 MILLION	2	INSUFFICIENT DATA						
$30 TO $39 MILLION	3	INSUFFICIENT DATA						
$40 TO $49 MILLION	9	$20,516	$15,600	$21,600	$22,650 *		$1,600	2
$50 TO $99 MILLION	24	$22,562	$21,896	$33,461	$20,400 *		$1,377	7
$100 TO $249 MILLION	48	$26,730	$21,235	$32,404	$25,854	2.2	$3,077	15
$250 TO $499 MILLION	36	$32,896	$24,071	$39,297	$31,373	3.7	$4,390	8
$500 TO $999 MILLION	19	$38,320	$28,164	$43,846	$36,300	4.8	$4,723	8
$1 BILLION AND OVER	46	$46,430	$36,394	$57,016	$43,938	5.5-	$7,439	11
ALL BANKS	189	$32,787	$28,175	$43,813	$30,947	1.8-	$4,120	52

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NATIONAL RESULT 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	% CHANGE OVER 1985 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
416 SYSTEMS & PROGRAMMING MANAGER								
UNDER $20 MILLION	1	INSUFFICIENT DATA						
$20 TO $29 MILLION	1	INSUFFICIENT DATA						
$40 TO $49 MILLION	3	INSUFFICIENT DATA						
$50 TO $99 MILLION	6	$22,753	$22,368	$36,629	$22,000 *	20.0-	$878	2
$100 TO $249 MILLION	31	$31,878	$23,183	$38,505	$32,400	12.1	$2,200	8
$250 TO $499 MILLION	39	$36,945	$25,479	$41,096	$38,700	3.3	$2,853	10
$500 TO $999 MILLION	26	$39,401	$30,911	$48,750	$40,250	.3-	$5,104	8
$1 BILLION AND OVER	51	$53,486	$40,522	$63,157	$50,400	3.1-	$7,775	15
ALL BANKS	158	$40,903	$32,492	$51,369	$40,029	.4-	$4,603	45
417 DP OPERATIONS SUPERVISOR								
UNDER $20 MILLION	6	$15,835			$15,450	6.4-	$1,335	2
$20 TO $29 MILLION	11	$12,786	$11,661	$14,950	$12,740		$662	5
$30 TO $39 MILLION	7	$14,563	$14,400	$18,000	$15,595	3.8	$1,228	2
$40 TO $49 MILLION	17	$19,129	$16,247	$21,620	$16,020 *	14.4-	$2,063	6
$50 TO $99 MILLION	67	$18,302	$15,088	$21,888	$17,375	4.4	$1,197	19
$100 TO $249 MILLION	94	$20,074	$15,247	$22,749	$18,830	2.0	$2,801	18
$250 TO $499 MILLION	45	$24,481	$17,893	$27,769	$23,000	14.3	$1,314	6
$500 TO $999 MILLION	23	$30,421	$22,740	$35,506	$27,075	12.8	$2,830	6
$1 BILLION AND OVER	46	$30,626	$24,925	$38,082	$28,753	.2-	$4,077	7
ALL BANKS	316	$22,120	$18,312	$27,587	$20,488	2.4	$2,076	71
418 PURCHASING MANAGER								
UNDER $20 MILLION	4	INSUFFICIENT DATA						
$20 TO $29 MILLION	1	INSUFFICIENT DATA						
$30 TO $39 MILLION	1	INSUFFICIENT DATA						
$40 TO $49 MILLION	8	$22,505			$19,320		$1,887	4
$50 TO $99 MILLION	60	$17,293	$15,714	$21,708	$16,200	3.2	$991	18
$100 TO $249 MILLION	133	$20,653	$16,319	$24,493	$19,856	7.6	$1,342	16
$250 TO $499 MILLION	97	$24,124	$17,612	$27,386	$22,800	2.8-	$1,958	21
$500 TO $999 MILLION	42	$27,079	$20,559	$31,660	$25,480	4.8	$1,889	10
$1 BILLION AND OVER	59	$33,710	$27,265	$41,754	$31,250	3.8-	$4,888	8
ALL BANKS	400	$23,687	$19,519	$29,631	$21,800	1.4	$1,884	78
419 COMMERCIAL CREDIT DEPT MANAGER								
UNDER $20 MILLION	6	$21,936	$16,915	$29,172	$14,550 *			
$20 TO $29 MILLION	13	$23,134 *	$14,400	$19,400	$18,500	4.6-	$2,400	2
$30 TO $39 MILLION	6	$29,583 *	$42,500	$54,300	$22,800 *	11.5-	$1,108	2
$40 TO $49 MILLION	14	$27,532	$27,067	$40,673	$23,605 *	7.3	$4,758	3
$50 TO $99 MILLION	64	$25,404	$21,565	$30,820	$21,838	17.9	$1,753	25
$100 TO $249 MILLION	121	$27,294	$21,870	$33,829	$25,000	10.1	$2,497	26
$250 TO $499 MILLION	61	$32,895	$23,972	$37,501	$30,650	13.0	$2,265	8
$500 TO $999 MILLION	35	$39,840	$30,365	$48,516	$37,500	17.9	$4,807	8
$1 BILLION AND OVER	48	$51,199	$38,818	$61,560	$42,963	3.2	$15,318	11
ALL BANKS	368	$32,015	$26,709	$41,480	$27,513	5.8	$4,177	85

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NATIONAL RESULT 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	% CHANGE OVER 1985 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
420 CONSUMER LOAN DEPT MANAGER								
UNDER $20 MILLION	11	$24,283 *	$18,912	$23,045	$19,600		$1,249	2
$20 TO $29 MILLION	9	$17,727	$15,528	$21,325	$17,784		$1,518	3
$30 TO $39 MILLION	17	$22,609 *	$26,000	$35,667	$21,400 *	4.6-	$1,226	7
$40 TO $49 MILLION	20	$22,504	$21,078	$28,531	$22,150	8.0	$2,447	7
$50 TO $99 MILLION	75	$25,482	$21,595	$29,837	$23,281	10.5-	$1,819	25
$100 TO $249 MILLION	169	$32,317	$25,548	$39,479	$32,100	2.1	$2,992	49
$250 TO $499 MILLION	78	$39,709	$30,884	$48,843	$39,720	7.6	$4,634	26
$500 TO $999 MILLION	33	$41,692	$34,012	$52,945	$40,000	4.2-	$4,346	12
$1 BILLION AND OVER	40	$52,893	$40,592	$62,552	$49,958	1.7-	$12,287	12
ALL BANKS	452	$33,699	$28,903	$44,104	$32,084	.6-	$3,811	143
421 MORTGAGE LOAN DEPT MANAGER								
UNDER $20 MILLION	2	INSUFFICIENT DATA						
$20 TO $29 MILLION	6	$17,897	$17,200	$23,600	$16,215 *		$1,750	2
$30 TO $39 MILLION	4	INSUFFICIENT DATA						
$40 TO $49 MILLION	11	$28,233	$27,207	$46,217	$27,080 *	.9-	$4,776	6
$50 TO $99 MILLION	54	$30,722	$25,175	$36,822	$29,688	4.9	$3,034	20
$100 TO $249 MILLION	110	$36,053	$28,240	$43,653	$35,750	1.8	$4,832	31
$250 TO $499 MILLION	70	$50,245 *	$30,272	$48,910	$40,100	3.5	$5,660	24
$500 TO $999 MILLION	31	$50,458	$36,641	$57,042	$48,750	16.1	$9,607	10
$1 BILLION AND OVER	37	$64,268	$48,082	$75,908	$63,500	2.0	$13,636	14
ALL BANKS	325	$41,789	$32,051	$50,052	$37,750	1.5	$6,123	109
422 COMMERCIAL LOAN DEPT MANAGER								
UNDER $20 MILLION	7	$40,400	$30,568	$51,060	$40,500	15.6	$750	2
$20 TO $29 MILLION	6	$34,258	$32,367	$47,083	$32,125 *	1.2	$1,225	2
$30 TO $39 MILLION	9	$39,044 *	INSUFFICIENT DATA		$33,000 *	22.9	$600	2
$40 TO $49 MILLION	16	$32,519 *	$22,300	$29,667	$35,260 *	4.7-	$3,735	5
$50 TO $99 MILLION	72	$40,282	$32,293	$49,711	$41,357	11.6	$4,751	29
$100 TO $249 MILLION	159	$44,671	$33,321	$50,845	$44,624	3.0-	$6,940	51
$250 TO $499 MILLION	81	$57,282	$39,707	$63,779	$55,331	9.6	$9,706	33
$500 TO $999 MILLION	34	$57,461	$44,003	$67,960	$54,500	8.0	$8,554	15
$1 BILLION AND OVER	43	$76,041	$54,319	$85,663	$72,575	9.8	$16,980	22
ALL BANKS	427	$49,653	$38,454	$60,093	$46,376	1.8	$8,309	161
423 SR TRUST OFFICER								
UNDER $20 MILLION	4	INSUFFICIENT DATA						
$20 TO $29 MILLION	3	INSUFFICIENT DATA						
$30 TO $39 MILLION	2	INSUFFICIENT DATA						
$40 TO $49 MILLION	9	$29,569 *	$25,250	$29,250	$30,500 *	14.0	$3,601	4
$50 TO $99 MILLION	77	$39,877	$29,829	$43,828	$38,455	10.9	$4,859	23
$100 TO $249 MILLION	188	$45,730	$34,231	$52,517	$45,000	2.3	$4,746	70
$250 TO $499 MILLION	97	$55,786	$40,397	$65,914	$53,498	5.8	$7,548	37
$500 TO $999 MILLION	41	$63,318	$47,946	$75,746	$61,710	.7	$12,320	18
$1 BILLION AND OVER	50	$86,379	$66,525	$105,254	$79,850	2.6-	$19,543	26
ALL BANKS	471	$52,031	$41,771	$65,510	$49,000	6.1	$8,063	183

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NATIONAL RESULT 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	% CHANGE OVER 1985 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
424 TRUST OPERATIONS MANAGER								
UNDER $20 MILLION	3	INSUFFICIENT DATA						
$20 TO $29 MILLION	4	INSUFFICIENT DATA						
$40 TO $49 MILLION	7	$23,032	$21,351	$30,908	$22,525	5.0-	$1,714	2
$50 TO $99 MILLION	46	$21,676	$18,019	$26,198	$20,825	13.5	$2,199	17
$100 TO $249 MILLION	116	$25,644	$20,973	$31,647	$24,060	8.4	$1,902	33
$250 TO $499 MILLION	74	$29,946	$23,937	$38,404	$28,250	7.7	$5,910	12
$500 TO $999 MILLION	39	$31,627	$24,255	$37,081	$30,000	1.2-	$3,024	10
$1 BILLION AND OVER	52	$48,309	$38,825	$60,578	$47,950	5.6	$6,125	13
ALL BANKS	341	$30,135	$25,856	$40,030	$26,416	2.0	$3,269	87
425 TELEPHONE SUPERVISOR								
UNDER $20 MILLION	1	INSUFFICIENT DATA						
$20 TO $29 MILLION	2	INSUFFICIENT DATA						
$50 TO $99 MILLION	3	INSUFFICIENT DATA						
$100 TO $249 MILLION	10	$18,083	$17,713	$25,875	$14,400 *	5.9	$1,500	1
$250 TO $499 MILLION	15	$19,506	$16,209	$24,968	$16,080 *	16.7	$1,304	2
$500 TO $999 MILLION	17	$20,072	$15,323	$23,243	$18,159	16.4	$1,100	1
$1 BILLION AND OVER	31	$26,115	$19,138	$29,449	$24,006	6.6-	$5,568	2
ALL BANKS	79	$21,896	$17,713	$26,742	$19,042	14.1	$2,423	7
426 COMPENSATION & BENEFITS MGR								
UNDER $20 MILLION	1	INSUFFICIENT DATA						
$20 TO $29 MILLION	2	INSUFFICIENT DATA						
$40 TO $49 MILLION	1	INSUFFICIENT DATA						
$50 TO $99 MILLION	4	INSUFFICIENT DATA						
$100 TO $249 MILLION	13	$24,905	$20,071	$30,097	$23,660	6.1-	$3,208	3
$250 TO $499 MILLION	15	$22,255	$19,115	$29,206	$22,900	3.8-	$1,133	3
$500 TO $999 MILLION	17	$27,589	$23,395	$35,328	$25,000	8.4-	$1,765	4
$1 BILLION AND OVER	48	$44,450	$34,679	$54,364	$38,700	11.5-	$7,959	15
ALL BANKS	101	$34,439	$29,459	$45,372	$31,900	2.6	$5,287	28
427 PAYROLL SUPERVISOR								
UNDER $20 MILLION	5	$20,038 *	$23,554	$26,666	$18,000 *		$170	1
$20 TO $29 MILLION	2	INSUFFICIENT DATA						
$30 TO $39 MILLION	3	INSUFFICIENT DATA						
$40 TO $49 MILLION	5	$14,778	$13,129	$15,267	$13,800	16.4	$2,000	1
$50 TO $99 MILLION	27	$18,936	$15,651	$20,848	$17,800	10.9	$1,217	11
$100 TO $249 MILLION	43	$17,955	$14,916	$21,606	$16,704	5.6	$1,725	8
$250 TO $499 MILLION	30	$17,571	$13,442	$20,356	$17,364	5.5	$1,276	2
$500 TO $999 MILLION	30	$18,965	$14,700	$21,855	$18,600	5.8	$1,045	9
$1 BILLION AND OVER	56	$25,156	$20,423	$30,855	$23,916	4.0	$2,458	8
ALL BANKS	201	$20,298	$16,874	$24,901	$19,019	7.1	$1,502	42

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NATIONAL RESULT 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	% CHANGE OVER 1985 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
428 INTERNAL AUDIT MANAGER								
UNDER $20 MILLION	1	INSUFFICIENT DATA						
$20 TO $29 MILLION	3	INSUFFICIENT DATA						
$30 TO $39 MILLION	2	INSUFFICIENT DATA						
$40 TO $49 MILLION	7	$22,637	$19,676	$30,569	$20,000		$500	1
$50 TO $99 MILLION	51	$24,652	$21,932	$34,590	$25,000	16.3	$1,601	16
$100 TO $249 MILLION	97	$27,702	$22,261	$34,490	$27,540	2.2	$2,295	25
$250 TO $499 MILLION	77	$35,403	$26,514	$42,387	$35,800	6.9	$4,679	20
$500 TO $999 MILLION	35	$39,606	$32,707	$52,516	$37,902	1.2-	$4,472	11
$1 BILLION AND OVER	52	$52,314	$40,858	$63,235	$51,395	5.8	$8,830	18
ALL BANKS	325	$34,222	$28,957	$45,596	$32,050	.9	$4,155	95
429 SECURITY MANAGER								
UNDER $20 MILLION	2	INSUFFICIENT DATA						
$20 TO $29 MILLION	2	INSUFFICIENT DATA						
$30 TO $39 MILLION	3	INSUFFICIENT DATA						
$40 TO $49 MILLION	1	INSUFFICIENT DATA						
$50 TO $99 MILLION	24	$24,540	$19,296	$24,802	$25,072 *	13.1	$2,138	6
$100 TO $249 MILLION	54	$25,331	$20,862	$30,323	$24,925	4.8	$1,774	10
$250 TO $499 MILLION	51	$29,109	$21,190	$32,527	$27,179	.4-	$3,091	9
$500 TO $999 MILLION	32	$30,351	$23,279	$35,758	$29,300	.5	$2,596	8
$1 BILLION AND OVER	56	$39,282	$30,391	$46,911	$36,890	.6-	$7,444	7
ALL BANKS	225	$30,312	$24,677	$37,322	$28,442	.1	$3,215	42
430 CONSUMER LOAN COLLECTION MGR								
UNDER $20 MILLION	5	$16,641		$19,377	$14,842			
$20 TO $29 MILLION	3	INSUFFICIENT DATA						
$30 TO $39 MILLION	4	INSUFFICIENT DATA						
$40 TO $49 MILLION	8	$19,080 *	$13,862	$18,414	$20,300 *	18.2	$666	3
$50 TO $99 MILLION	62	$20,778	$16,685	$24,298	$19,126	6.2	$1,370	17
$100 TO $249 MILLION	102	$23,326	$17,897	$26,416	$22,017	10.3	$2,117	31
$250 TO $499 MILLION	65	$23,654	$18,230	$27,184	$23,100	6.9	$2,225	15
$500 TO $999 MILLION	36	$25,736	$20,488	$31,581	$23,600	3.8	$2,204	8
$1 BILLION AND OVER	48	$31,758	$26,271	$40,253	$32,000	7.4	$2,239	9
ALL BANKS	333	$24,127	$19,764	$29,536	$22,499	4.8	$1,954	85
431 TRAINING DIRECTOR								
UNDER $20 MILLION	1	INSUFFICIENT DATA						
$20 TO $29 MILLION	1	INSUFFICIENT DATA						
$50 TO $99 MILLION	11	$17,636	$16,611	$23,168	$15,600 *	2.5-	$3,312	4
$100 TO $249 MILLION	49	$20,004	$15,997	$24,923	$18,700	10.4	$1,709	10
$250 TO $499 MILLION	37	$22,036	$18,119	$27,734	$20,939	2.6	$3,666	7
$500 TO $999 MILLION	30	$24,317	$19,837	$30,646	$24,250	7.9	$1,432	9
$1 BILLION AND OVER	48	$36,070	$28,266	$43,184	$34,580	2.3-	$3,598	8
ALL BANKS	177	$25,293	$21,134	$32,377	$23,400	9.6	$2,570	38

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NATIONAL RESULT 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	% CHANGE OVER 1985 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
432 EMPLOYMENT MANAGEMENT								
$30 TO $39 MILLION	1	INSUFFICIENT DATA						
$50 TO $99 MILLION	3	INSUFFICIENT DATA						
$100 TO $249 MILLION	11	$29,706	$24,425	$34,155	$25,846	14.0	$2,815	2
$250 TO $499 MILLION	10	$26,834	$22,816	$35,116	$23,500	1.9		
$500 TO $999 MILLION	19	$26,601	$21,691	$32,106	$24,876	4.0-	$3,330	5
$1 BILLION AND OVER	50	$35,943	$29,501	$45,695	$33,005	1.8	$5,924	11
ALL BANKS	94	$32,011	$26,594	$40,443	$29,175	.2-	$4,655	19
433 SR BUSINESS DEVELOPMENT OFFICE								
UNDER $20 MILLION	2	INSUFFICIENT DATA						
$20 TO $29 MILLION	2	INSUFFICIENT DATA						
$30 TO $39 MILLION	5	$51,256	$37,000	$52,500	$45,000		$12,400	3
$40 TO $49 MILLION	5	$49,080	$35,100	$51,950	$40,000		$2,000	1
$50 TO $99 MILLION	19	$53,140	$42,439	$64,960	$47,660	25.1	$4,582	8
$100 TO $249 MILLION	62	$41,313	$31,718	$47,686	$38,250	4.9	$5,170	24
$250 TO $499 MILLION	37	$45,647	$31,539	$51,285	$44,383	9.0	$5,246	16
$500 TO $999 MILLION	20	$47,077	$33,995	$53,976	$46,310	9.9	$4,542	13
$1 BILLION AND OVER	28	$60,081	$44,576	$67,775	$52,533	3.3	$10,560	8
ALL BANKS	180	$47,546	$35,740	$55,248	$43,876	7.3	$5,855	73
434 SR INTERNATIONAL BANKING OFFIC								
$30 TO $39 MILLION	1	INSUFFICIENT DATA						
$40 TO $49 MILLION	1	INSUFFICIENT DATA						
$50 TO $99 MILLION	2	INSUFFICIENT DATA						
$100 TO $249 MILLION	8	$43,136	$31,213	$53,438	$42,042	18.4	$2,292	5
$250 TO $499 MILLION	9	$40,759	$33,016	$53,697	$33,300	.6-	$2,000	2
$500 TO $999 MILLION	11	$40,446	$30,252	$52,126	$39,300	9.3-	$3,505	3
$1 BILLION AND OVER	36	$62,935	$50,554	$80,935	$55,000	9.1-	$16,137	12
ALL BANKS	68	$52,760	$43,296	$70,320	$46,892	3.2-	$9,557	23
435 SR INVESTMENT OFFICER								
UNDER $20 MILLION	8	$37,314	$34,095	$53,559	$37,750		$7,200	2
$20 TO $29 MILLION	3	INSUFFICIENT DATA						
$30 TO $39 MILLION	2	INSUFFICIENT DATA						
$40 TO $49 MILLION	8	$39,217			$29,500	39.8	$4,960	2
$50 TO $99 MILLION	23	$38,282	$27,187	$39,986	$33,000		$3,377	11
$100 TO $249 MILLION	90	$39,432	$27,172	$42,455	$38,850	.9-	$6,033	28
$250 TO $499 MILLION	55	$47,413	$34,925	$55,935	$48,000	7.3	$5,651	12
$500 TO $999 MILLION	35	$50,919	$38,714	$60,867	$51,250	3.5	$9,803	13
$1 BILLION AND OVER	54	$77,498	$55,668	$87,841	$69,650	4.6	$25,098	28
ALL BANKS	278	$49,569	$38,185	$60,263	$47,263	5.1	$11,567	99

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES. ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

NATIONAL RESULT 1986

436 SR CORRESPONDENT BANKING OFFIC

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	% CHANGE OVER 1985 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
$50 TO $99 MILLION	3	INSUFFICIENT DATA						
$100 TO $249 MILLION	19	$37,352	$30,212	$43,805	$37,404	9.1	$5,818	3
$250 TO $499 MILLION	21	$48,746	$35,584	$57,609	$46,500	5.6	$16,889	4
$500 TO $999 MILLION	14	$47,324	$35,338	$54,305	$45,650	1.8	$11,171	2
$1 BILLION AND OVER	27	$57,731	$45,711	$72,350	$53,800	1.7	$10,438	11
ALL BANKS	84	$48,012	$38,652	$60,524	$46,100	1.6	$10,627	21

Regional Results

Region I New England

Connecticut
Maine
Massachusetts
New Hampshire
Rhode Island
Vermont

GEOGRAPHIC REGION I RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
101 FILE CLERK										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	8	$9,051	$8,457	$11,014	$9,103	2				
$100 TO $249 MILLION	6	$10,589	$9,174	$12,565	$10,782	4				
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	24	$9,772	$8,489	$11,734	$9,862	4				
102 GENERAL CLERK										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	14	$11,178	$9,468	$14,394	$10,941	6				
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	28	$11,308	$9,425	$14,185	$11,044	15				
103 CLERK TYPIST										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	14	$11,371	$9,112	$12,677	$11,492	3				
104 DATA ENTRY OPERATOR										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	12	$11,149	$9,922	$13,863	$11,505	2				
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	27	$11,676	$9,967	$14,456	$11,658	4				

GEOGRAPHIC REGION I RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
105 MAIL CLERK										
$50 TO $99 MILLION	7	$10,070	$9,152	$12,146	$10,303	1				
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	19	$10,210	$8,958	$12,523	$10,383	2				
106 ACCOUNTING CLERK - SR										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	10	$15,066	$13,971	$18,974	$15,030	1				
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	20	$14,860	$13,177	$18,294	$14,630	1				
107 ACCOUNTING CLERK										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	18	$12,107	$10,558	$15,276	$11,808	2				
$100 TO $249 MILLION	8	$12,123	$10,778	$14,896	$12,240	2				
$250 TO $499 MILLION	6	$12,068	$10,201	$14,124	$12,256	5				
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	43	$12,055	$10,278	$14,622	$12,005	4				
108 PROOF MACHINE OPERATOR										
UNDER $20 MILLION	5	$10,297	$8,254	$11,064	$10,000	2				
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	15	$10,437	$9,789	$13,671	$10,100	2				
$100 TO $249 MILLION	7	$11,836	$9,869	$14,363	$11,413	3				
$250 TO $499 MILLION	5	$10,836	$9,451	$12,882	$11,122	10				
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	39	$10,822	$9,240	$13,205	$10,850	6				

GEOGRAPHIC REGION I RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
109 WORD PROCESSING OPERATOR										
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	11	$13,132	$10,961	$16,185	$12,433	3				
110 BOOKKEEPING MACHINE OPERATOR										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	7	$11,212	$9,189	$13,026	$11,000	6				
111 MAINTENANCE SERVICE WORKER										
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	11	$12,376	$10,092	$14,113	$11,100	3				
112 CUSTODIAN										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	9	$11,887	$10,764	$15,289	$10,816	2				
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	22	$11,520	$9,668	$12,594	$10,990	3				

GEOGRAPHIC REGION I RESULTS --- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
113 MESSENGER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	9	$11,279	$9,271	$14,207	$10,664	1				
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	6	$11,176	$9,184	$12,472	$11,111	3				
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	25	$11,355	$9,266	$13,428	$11,036	3				
114 SECURITY GUARD										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	5	$14,113	$9,937	$14,324	$12,727	5				
201 SAFE DEPOSIT CLERK										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	8	$10,727	$9,654	$13,492	$10,420	1				
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	21	$12,096	$10,057	$14,308	$12,220	2				
202 RECEPTIONIST										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	9	$10,967	$9,622	$13,638	$11,200	1				
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	26	$11,445	$9,938	$13,927	$11,518	2				

GEOGRAPHIC REGION I   RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
203 NEW ACCOUNTS REPRESENTATIVE										
UNDER $20 MILLION	4	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	14	$12,631	$10,397	$15,293	$12,559	3				
$100 TO $249 MILLION	8	$13,866	$11,479	$16,336	$14,170	5				
$250 TO $499 MILLION	6	$12,645	$11,104	$15,941	$12,277	12				
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	40	$13,066	$10,999	$15,823	$12,788	8				
204 TELEPHONE OPERATOR										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	8	$9,587	$9,008	$11,456	$9,330	1				
$100 TO $249 MILLION	6	$12,237	$10,296	$14,629	$12,080	1				
$250 TO $499 MILLION	6	$11,124	$9,375	$12,838	$10,958	2				
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	29	$10,877	$9,428	$13,510	$10,518	2				
205 SECRETARY										
UNDER $20 MILLION	3	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	14	$12,254	$10,783	$15,335	$12,130	2				
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	5	$12,712	$10,501	$14,599	$12,410	5				
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	34	$12,736	$10,988	$15,623	$12,355	12				
206 EXECUTIVE SECRETARY										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	10	$15,494	$13,451	$17,939	$15,042	1				
$100 TO $249 MILLION	7	$17,975	$15,381	$22,734	$18,850	1				
$250 TO $499 MILLION	5	$17,280	$13,331	$19,686	$15,715	4				
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	31	$17,004	$14,106	$20,123	$15,867	3				

GEOGRAPHIC REGION I RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
207 LEGAL SECRETARY										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
ALL BANKS	3	INSUFFICIENT DATA								
208 UNIVERSAL TELLER										
UNDER $20 MILLION	5	$10,659	$9,367	$11,235	$10,487	7				
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	17	$10,454	$9,409	$13,682	$10,095	16				
$100 TO $249 MILLION	8	$10,697 *	$18,831	$13,831	$10,888 *	23				
$250 TO $499 MILLION	6	$11,007	$9,670	$13,351	$10,997	73				
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	44	$10,744 *	$11,585	$13,647	$10,781 *	39				
209 HEAD TELLER										
UNDER $20 MILLION	4	INSUFFICIENT DATA								
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	18	$12,667	$11,558	$16,324	$12,503	3				
$100 TO $249 MILLION	7	$13,451	$12,560	$17,793	$13,600	4				
$250 TO $499 MILLION	6	$13,159	$11,416	$16,458	$13,302	12				
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	44	$13,397	$12,096	$17,022	$12,860	7				
301 SR COMMERCIAL LOAN OFFICER										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	11	$43,065	$38,770	$53,592	$43,000	1	45	8	6	6
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	5	$54,604	$34,389	$58,973	$52,800	2	42	15	10	25
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	28	$48,925	$39,359	$57,169	$48,037	4	44	10	6	8

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION I   RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
302 COMMERCIAL LOAN OFFICER										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$32,400	$29,892	$43,420	$30,300	1	41	7	5	6
$100 TO $249 MILLION	5	$34,005	$26,233	$48,897	$32,525	2	43	6	5	2
$250 TO $499 MILLION	5	$34,163 *	$22,135	$33,295	$30,537	2	38	9	6	4
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	23	$34,579	$27,714	$41,923	$32,525	5	40	7	5	4
303 SR CONSUMER LOAN OFFICER										
UNDER $20 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$29,250	$23,872	$33,243	$26,000	1	38	6	5	4
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	14	$33,195	$27,838	$39,652	$34,790	1	40	8	6	6
304 CONSUMER LOAN OFFICER										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	10	$20,876	$19,415	$28,669	$20,917	2	43	12	5	2
$100 TO $249 MILLION	5	$25,277	$18,185	$29,545	$23,000	2	41	8	4	4
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	25	$23,315	$19,410	$30,125	$22,345	2	41	10	4	6
305 SR MORTGAGE LOAN OFFICER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	14	$40,088	$33,511	$49,604	$40,400	1	40	11	6	7

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION I RESULTS -- 1986

						MEAN				
306 MORTGAGE LOAN OFFICER	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY *	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	11	$20,955	$20,725	$30,700	$20,000 *	1	39	8	2	2
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	24	$23,409	$21,647	$32,598	$21,250 *	2	39	10	4	3
307 TRUST ACCOUNT ADMINISTRATOR										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	11	$27,305	$23,920	$34,117	$27,555	2	43	12	3	2
308 CORPORATE TRUST OFFICER										
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	4	INSUFFICIENT DATA								
309 PERSONAL TRUST OFFICER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
ALL BANKS	4	INSUFFICIENT DATA								

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION I RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
310 STAFF ATTORNEY										
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	5	$60,235 *	$35,719	$51,291	$39,799	2	35	5	3	1
311 INTERNAL AUDITOR										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	8	$20,430	$19,189	$29,558	$21,250	1	41	14	2	8
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	5	$26,580	$20,896	$32,275	$25,500	1	43	16	4	2
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	26	$24,747	$21,189	$31,079	$24,375	2	37	9	3	3
312 LOAN REVIEW OFFICER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	7	$33,777	$24,207	$36,021	$35,500	1	33	2	1	2
313 BUSINESS DEVELOPMENT OFFICER										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
ALL BANKS	10	$27,120	$25,817	$36,459	$27,391	1	47	5	3	2

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION I RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
314 SYSTEMS ANALYST										
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	6	$26,696	$19,520	$29,765	$24,505	1	35	7	4	3
315 SR COMPUTER PROGRAMMER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	4	INSUFFICIENT DATA								
316 COMPUTER PROGRAMMER										
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	8	$22,158	$17,099	$25,243	$19,569	6	31	3	2	
317 SR COMPUTER OPERATOR										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	9	$18,549	$15,345	$21,641	$17,680	3	32	7	4	3

GEOGRAPHIC REGION I RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
318 COMPUTER OPERATOR										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	17	$13,664	$11,648	$16,581	$13,182	4	28	3	3	3
319 STAFF APPRAISER										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	3	INSUFFICIENT DATA								
320 CONSUMER LOAN COLLECTOR										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	7	$14,511	$12,764	$16,406	$14,300	1	35	5	2	1
$100 TO $249 MILLION	5	$14,459	$12,724	$18,526	$12,500 *	1	38	3	2	2
$250 TO $499 MILLION	5	$12,994	$11,422	$16,904	$12,547	2	29	4	3	
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	24	$15,099	$13,027	$18,099	$14,925	2	35	4	2	2
321 PERSONNEL ASSISTANT										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$13,676	$11,687	$16,133	$13,780	1	37	2	2	
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	15	$15,751	$14,434	$19,819	$14,430 *	1	34	6	4	2

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION I   RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
322 EMPLOYMENT INTERVIEWER										
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	8	$17,455	$15,651	$22,757	$16,375	2	35	3	1	
323 ASST BRANCH MANAGER(LARGE +31)										
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	1	INSUFFICIENT DATA								
324 ASST BRANCH MANAGER(MED 10-30)										
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	5	$19,021	$16,481	$24,311	$18,000	4	36	10	4	65
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	14	$19,980	$17,094	$25,335	$20,025	4	38	8	4	27
325 ASST BRANCH MANAGER(SMALL 10)										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	7	$15,410	$13,000	$19,553	$15,860	2	37	8	3	4
$100 TO $249 MILLION	5	$16,439	$16,133	$22,667	$17,875	1	38	7	3	5
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	22	$17,026	$15,400	$22,668	$16,950	4	36	7	3	9

GEOGRAPHIC REGION I RESULTS -- 1986

326 ACCOUNTANT

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	9	$23,199	$18,724	$27,144	$21,000	4	34	6	4	3

327 OFFICER TRAINEE (B.A.)

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	8	$16,647	$14,058	$22,043	$15,392	10	25	1	1	

328 OFFICER TRAINEE (M.A.)

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	2	INSUFFICIENT DATA								

329 ADVERTISING OFFICER

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	9	$28,488	$24,034	$32,975	$27,700	1	37	6	7	2

GEOGRAPHIC REGION I RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
330 NEW ACCOUNTS OFFICER										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$18,845	$17,358	$25,508	$19,434	2	45	13	7	7
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	9	$18,085	$16,047	$23,833	$17,400	3	42	11	5	5
401 CHIEF EXECUTIVE OFFICER										
UNDER $20 MILLION	6	$57,027 *	$57,000	$57,000	$46,000 *	1	52	18	10	21
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	16	$71,968	$56,350	$87,038	$72,244	1	49	12	6	52
$100 TO $249 MILLION	8	$99,681	$75,926	$118,123	$95,975	1	54	16	7	70
$250 TO $499 MILLION	6	$133,127	$89,915	$152,753	$130,000	1	61	21	12	278
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	45	$103,838	$79,711	$119,136	$83,750	1	52	16	8	81
402 CHIEF ADMINISTRATIVE OFFICER										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$49,241	$42,100	$64,400	$48,200	1	41	8	4	23
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	19	$68,974	$62,138	$92,415	$55,000 *	1	47	11	5	50
403 CHIEF FINANCIAL OFFICER										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	10	$41,149	$33,586	$52,066	$41,250	1	46	7	7	14
$100 TO $249 MILLION	7	$49,470	$42,666	$64,672	$45,000	1	45	6	5	9
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	28	$57,766	$48,618	$73,177	$54,000	1	46	11	6	17

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GEOGRAPHIC REGION I RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
404 SR OPERATIONS OFFICER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$39,783	$33,029	$50,507	$38,250	1	44	10	5	20
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	20	$50,896	$34,035	$52,246	$39,681	1	43	14	9	31
405 OPERATIONS OFFICER										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	12	$27,054	$26,196	$40,693	$23,602 *	1	37	11	3	18
$100 TO $249 MILLION	7	$26,728	$24,576	$35,200	$25,750	2	43	12	7	15
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	29	$28,894	$26,756	$39,519	$27,000	3	39	12	4	20
406 PERSONNEL OFFICER/DIRECTOR										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	9	$25,699	$24,681	$35,600	$23,100 *	1	47	10	4	4
$100 TO $249 MILLION	6	$29,717	$25,650	$40,330	$27,500	1	45	4	3	1
$250 TO $499 MILLION	6	$34,924	$25,755	$40,307	$35,500	1	45	8	6	42
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	29	$34,709	$29,726	$44,500	$32,000	1	45	9	5	16
407 MARKETING OFFICER										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	5	$35,700	$27,605	$44,070	$34,500	1	44	11	5	2
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	18	$41,452	$29,061	$42,474	$32,850	1	41	9	5	3

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GEOGRAPHIC REGION I RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
408 CONTROLLER										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$26,227	$26,000	$43,500	$25,200 *	1	41	10	6	3
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	5	$39,438	$29,680	$47,145	$37,500	1	36	9	6	9
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	21	$39,392	$33,850	$49,862	$37,125	1	41	11	5	9
409 GENERAL ACCOUNTING MANAGER										
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	14	$25,943	$18,782	$27,885	$23,100	1	38	13	5	6
410 BRANCH ADMINISTRATION OFFICER										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	5	$43,266	$31,528	$51,087	$47,330	1	40	12	8	113
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	14	$42,283	$37,140	$58,510	$44,353	1	43	10	5	74
411 BRANCH MANAGER (LARGE +31)										
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	7	$36,437	$29,019	$44,400	$38,645	3	43	13	4	29

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION I RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
412 BRANCH MANAGER (MEDIUM 10-30)										
$50 TO $99 MILLION	6	$24,008	$21,600	$33,350	$24,750	1	43	7	6	13
$100 TO $249 MILLION	5	$31,895	$25,751	$39,931	$36,600	3	40	10	7	10
$250 TO $499 MILLION	6	$28,520	$22,161	$33,882	$27,351	5	47	13	5	36
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	22	$28,243	$24,340	$37,296	$26,826	4	42	11	5	19
413 BRANCH MANAGER (SMALL 10)										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	15	$22,067	$18,086	$27,681	$20,175	3	39	9	4	7
$100 TO $249 MILLION	7	$23,283	$19,069	$27,401	$26,500	4	42	5	5	12
$250 TO $499 MILLION	6	$23,649	$18,082	$28,129	$22,850	6	38	9	4	22
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	36	$22,791	$19,041	$28,659	$22,388	6	39	8	4	11
414 DATA PROCESSING DIRECTOR										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	10	$44,756	$38,550	$53,431	$30,121 *	1	39	11	2	20
415 COMPUTER CENTER MANAGER										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	8	$33,058	$31,077	$47,172	$27,000 *	1	38	13	4	10

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION I RESULTS -- 1986

			MEAN SALARY RANGE			MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MINIMUM	MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
416 SYSTEMS & PROGRAMMING MANAGER										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	7	$41,813	$38,917	$59,492	$40,000	1	38	7	3	7
417 DP OPERATIONS SUPERVISOR										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	10	$22,862	$19,151	$28,812	$18,550 *	1	35	11	3	13
418 PURCHASING MANAGER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	15	$20,155	$15,630	$22,881	$20,154	1	51	11	3	5
419 COMMERCIAL CREDIT DEPT MANAGER										
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	7	$31,965	$23,112	$35,508	$29,000	2	40	9	3	9

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION I RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
420 CONSUMER LOAN DEPT MANAGER										
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	10	$34,646	$28,444	$43,148	$30,608	1	37	7	5	10
421 MORTGAGE LOAN DEPT MANAGER										
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	13	$36,197	$27,847	$43,189	$30,500	1	40	9	4	8
422 COMMERCIAL LOAN DEPT MANAGER										
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	10	$59,425 *	$33,398	$56,746	$44,280	1	39	6	3	9
423 SR TRUST OFFICER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	10	$57,827	$55,629	$82,591	$48,803 *	1	45	7	5	13

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION I RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
424 TRUST OPERATIONS MANAGER										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	11	$34,173	$31,325	$47,375	$30,000 *	1	41	13	5	7
425 TELEPHONE SUPERVISOR										
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	4	INSUFFICIENT DATA								
426 COMPENSATION & BENEFITS MGR										
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	4	INSUFFICIENT DATA								
427 PAYROLL SUPERVISOR										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	7	$21,061	$17,185	$24,814	$20,000	1	34	9	4	2

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GEOGRAPHIC REGION I   RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
428 INTERNAL AUDIT MANAGER										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	10	$38,532	$30,420	$46,364	$36,900	1	36	8	5	6
429 SECURITY MANAGER										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	9	$29,100	$21,296	$31,003	$28,100	1	49	12	6	7
430 CONSUMER LOAN COLLECTION MGR										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	12	$24,367	$22,618	$33,292	$24,600	1	41	7	3	4
431 TRAINING DIRECTOR										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	5	$22,760	$19,491	$30,384	$19,000 *	1	36	6	2	78
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	13	$23,977	$22,617	$33,929	$23,750	1	38	7	4	41

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION I   RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
432 EMPLOYMENT MANAGEMENT										
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	6	$27,683	$25,602	$37,566	$26,550	1	30	6	3	3
433 SR BUSINESS DEVELOPMENT OFFICE										
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	3	INSUFFICIENT DATA								
434 SR INTERNATIONAL BANKING OFFIC										
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	1	INSUFFICIENT DATA								
435 SR INVESTMENT OFFICER										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	8	$65,722	$51,223	$73,185	$53,750	1	46	18	8	20

GEOGRAPHIC REGION I RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
436 SR CORRESPONDENT BANKING OFFIC										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	2	INSUFFICIENT DATA								

Region II Mid Atlantic

New Jersey
New York
Pennsylvania

GEOGRAPHIC REGION II RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
101 FILE CLERK										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	12	$15,760 *	$8,385	$11,770	$9,893	4				
$100 TO $249 MILLION	18	$9,393	$8,083	$11,805	$8,900	5				
$250 TO $499 MILLION	18	$10,246	$8,518	$12,058	$10,436	5				
$500 TO $999 MILLION	8	$9,519	$8,566	$12,350	$9,475	8				
$1 BILLION AND OVER	12	$10,480	$9,415	$12,825	$10,534	12				
ALL BANKS	70	$11,073	$8,577	$12,157	$10,155	6				
102 GENERAL CLERK										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	10	$10,638	$8,601	$11,564	$9,988	3				
$100 TO $249 MILLION	22	$10,065	$8,322	$12,535	$9,607	8				
$250 TO $499 MILLION	14	$11,597	$9,234	$13,646	$11,557	18				
$500 TO $999 MILLION	11	$10,680	$8,697	$12,839	$10,654	26				
$1 BILLION AND OVER	15	$11,329	$9,942	$14,390	$11,180	53				
ALL BANKS	76	$11,381	$9,001	$13,219	$10,696	20				
103 CLERK TYPIST										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	7	$11,213	$9,284	$14,609	$10,660	3				
$100 TO $249 MILLION	11	$11,077	$9,617	$14,076	$11,180	3				
$250 TO $499 MILLION	15	$11,887	$9,086	$13,061	$10,920	5				
$500 TO $999 MILLION	6	$10,996	$10,098	$13,499	$10,495	9				
$1 BILLION AND OVER	17	$11,895	$10,352	$15,342	$11,748	21				
ALL BANKS	59	$11,561	$9,731	$14,122	$11,293	9				
104 DATA ENTRY OPERATOR										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	10	$11,670	$9,573	$12,513	$10,535	1				
$100 TO $249 MILLION	15	$10,677	$8,798	$12,856	$10,140	2				
$250 TO $499 MILLION	18	$12,065	$9,650	$14,017	$12,000	3				
$500 TO $999 MILLION	11	$11,971	$10,029	$14,943	$12,037	3				
$1 BILLION AND OVER	16	$13,057	$11,206	$16,654	$12,444	15				
ALL BANKS	75	$11,900	$9,996	$14,369	$11,679	5				

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GEOGRAPHIC REGION II RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
105 MAIL CLERK										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	15	$10,054	$8,330	$12,506	$9,880	2				
$250 TO $499 MILLION	16	$10,568	$8,490	$12,056	$10,691	1				
$500 TO $999 MILLION	10	$10,439	$8,742	$12,280	$9,703	3				
$1 BILLION AND OVER	12	$11,549	$10,030	$14,521	$11,735	9				
ALL BANKS	58	$10,582	$8,820	$12,713	$10,488	3				
106 ACCOUNTING CLERK - SR										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	10	$14,772	$10,479	$15,380	$13,750	1				
$100 TO $249 MILLION	18	$15,767	$12,355	$17,932	$15,554	1				
$250 TO $499 MILLION	14	$15,802	$11,980	$18,230	$15,125	2				
$500 TO $999 MILLION	7	$17,233	$13,043	$19,060	$15,995	2				
$1 BILLION AND OVER	15	$16,992	$14,535	$21,222	$16,744	7				
ALL BANKS	67	$15,974	$12,840	$18,778	$15,153	3				
107 ACCOUNTING CLERK										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	11	$11,772	$9,680	$14,016	$10,978	3				
$100 TO $249 MILLION	25	$12,008	$9,616	$14,853	$12,105	3				
$250 TO $499 MILLION	20	$12,713	$9,929	$14,710	$12,222	3				
$500 TO $999 MILLION	10	$12,547	$10,512	$15,366	$11,869	4				
$1 BILLION AND OVER	13	$13,279	$11,557	$16,999	$13,000	6				
ALL BANKS	83	$12,411	$10,267	$15,219	$12,105	4				
108 PROOF MACHINE OPERATOR										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	3	INSUFFICIENT DATA								
$40 TO $49 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	15	$11,370	$8,801	$12,320	$10,400	2				
$100 TO $249 MILLION	30	$11,019	$9,000	$13,471	$11,055	4				
$250 TO $499 MILLION	19	$10,959	$9,266	$13,686	$10,735	6				
$500 TO $999 MILLION	11	$10,911	$9,492	$13,834	$11,030	8				
$1 BILLION AND OVER	14	$10,963	$9,699	$14,180	$9,750	15				
ALL BANKS	97	$11,113	$9,225	$13,479	$10,525	6				

GEOGRAPHIC REGION II RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
109 WORD PROCESSING OPERATOR										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	7	$9,915	$8,904	$13,421	$9,724	2				
$250 TO $499 MILLION	6	$12,402	$10,325	$15,276	$11,897	2				
$500 TO $999 MILLION	5	$13,040	$11,154	$15,348	$13,106	3				
$1 BILLION AND OVER	12	$14,287	$12,490	$18,086	$13,653	7				
ALL BANKS	34	$12,696	$11,141	$16,068	$12,875	4				
110 BOOKKEEPING MACHINE OPERATOR										
$40 TO $49 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	13	$10,924	$9,500	$13,003	$10,746	6				
111 MAINTENANCE SERVICE WORKER										
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	14	$13,462	$10,225	$15,911	$14,523	2				
$250 TO $499 MILLION	13	$13,319	$9,668	$13,854	$12,558	3				
$500 TO $999 MILLION	10	$14,569	$10,768	$15,912	$13,361	3				
$1 BILLION AND OVER	13	$15,317	$12,307	$17,901	$14,716	4				
ALL BANKS	53	$13,963	$10,831	$16,042	$13,800	3				
112 CUSTODIAN										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	7	$9,509	$7,304	$11,350	$10,000	2				
$100 TO $249 MILLION	16	$10,732	$8,514	$12,117	$10,379	3				
$250 TO $499 MILLION	7	$9,902	$8,127	$11,126	$9,594	5				
$500 TO $999 MILLION	7	$11,390	$8,826	$12,494	$12,101	11				
$1 BILLION AND OVER	8	$12,305	$9,856	$13,860	$11,493	26				
ALL BANKS	48	$10,705	$8,738	$12,264	$10,379	8				

GEOGRAPHIC REGION II RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
113 MESSENGER										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	9	$10,760	$8,701	$11,622	$10,660	1				
$100 TO $249 MILLION	19	$10,472	$8,876	$12,978	$10,400	2				
$250 TO $499 MILLION	17	$10,845	$8,688	$12,225	$11,145	4				
$500 TO $999 MILLION	12	$10,623	$9,241	$13,060	$10,601	7				
$1 BILLION AND OVER	14	$12,888	$10,369	$15,032	$11,961	14				
ALL BANKS	73	$11,066	$9,251	$13,208	$10,998	5				
114 SECURITY GUARD										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	5	$11,332	$9,582	$12,809	$11,336	4				
$1 BILLION AND OVER	13	$14,161	$11,773	$17,881	$13,541	32				
ALL BANKS	26	$12,675	$10,571	$15,380	$12,264	17				
201 SAFE DEPOSIT CLERK										
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	13	$10,880	$8,638	$12,669	$10,500	2				
$250 TO $499 MILLION	14	$11,414	$8,869	$12,742	$11,776	2				
$500 TO $999 MILLION	9	$12,046	$9,655	$13,562	$12,116	2				
$1 BILLION AND OVER	8	$12,124	$10,106	$14,912	$12,144	5				
ALL BANKS	47	$11,424	$9,240	$13,309	$11,518	2				
202 RECEPTIONIST										
$50 TO $99 MILLION	9	$9,618	$7,911	$11,619	$9,360	1				
$100 TO $249 MILLION	14	$10,885	$9,019	$13,344	$10,446	1				
$250 TO $499 MILLION	8	$12,073	$9,078	$13,330	$11,600	1				
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	10	$14,054	$11,236	$16,347	$14,300	2				
ALL BANKS	44	$11,494	$9,545	$14,047	$11,100	1				

GEOGRAPHIC REGION II RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
203 NEW ACCOUNTS REPRESENTATIVE										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	13	$15,350 *	$10,141	$14,205	$11,656	3				
$100 TO $249 MILLION	27	$12,072	$10,450	$15,741	$12,244	5				
$250 TO $499 MILLION	18	$13,055	$10,460	$15,654	$12,745	12				
$500 TO $999 MILLION	13	$13,261	$11,551	$16,751	$12,943	21				
$1 BILLION AND OVER	13	$13,847	$11,896	$17,881	$14,402	46				
ALL BANKS	91	$13,127	$10,891	$16,020	$12,679	14				
204 TELEPHONE OPERATOR										
$50 TO $99 MILLION	5	$10,170	$9,003	$12,042	$9,620	1				
$100 TO $249 MILLION	24	$10,010	$8,653	$12,524	$10,450	1				
$250 TO $499 MILLION	19	$11,609	$9,041	$13,064	$11,700	1				
$500 TO $999 MILLION	13	$11,800	$9,683	$13,682	$11,499	2				
$1 BILLION AND OVER	14	$13,421	$10,939	$16,161	$12,948	4				
ALL BANKS	75	$11,373	$9,453	$13,640	$11,232	2				
205 SECRETARY										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	11	$15,535	$10,687	$32,251	$11,860	3				
$100 TO $249 MILLION	26	$11,991	$10,058	$15,125	$12,009	3				
$250 TO $499 MILLION	18	$13,612	$10,220	$15,213	$13,331	6				
$500 TO $999 MILLION	12	$13,757	$11,038	$16,618	$13,244	14				
$1 BILLION AND OVER	18	$15,122	$12,679	$18,712	$14,665	38				
ALL BANKS	88	$13,723	$10,926	$17,806	$13,153	12				
206 EXECUTIVE SECRETARY										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	14	$17,610 *	$12,349	$16,708	$14,775	2				
$100 TO $249 MILLION	26	$16,964	$12,939	$19,774	$16,691	2				
$250 TO $499 MILLION	21	$18,409	$13,389	$20,218	$17,835	3				
$500 TO $999 MILLION	10	$17,618	$13,713	$19,827	$17,809	3				
$1 BILLION AND OVER	17	$21,337	$16,485	$24,574	$19,758	13				
ALL BANKS	95	$17,990	$13,827	$20,509	$17,000	4				

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GEOGRAPHIC REGION II RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE*		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
207 LEGAL SECRETARY										
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	7	$21,202	$16,611	$24,410	$20,942	6				
ALL BANKS	11	$18,648	$15,512	$22,888	$19,664	5				
208 UNIVERSAL TELLER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	3	INSUFFICIENT DATA								
$40 TO $49 MILLION	6	$9,962	$8,276	$13,512	$10,015	8				
$50 TO $99 MILLION	14	$19,199 *	$8,643	$12,430	$10,040	18				
$100 TO $249 MILLION	29	$10,561	$9,215	$14,205	$10,652	29				
$250 TO $499 MILLION	21	$10,951	$9,419	$14,171	$10,788	46				
$500 TO $999 MILLION	12	$10,711	$9,612	$14,616	$10,922	77				
$1 BILLION AND OVER	16	$11,751	$10,319	$15,866	$11,950	161				
ALL BANKS	102	$11,997	$9,451	$14,365	$10,577	55				
209 HEAD TELLER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	6	$13,638	$12,412	$14,241	$14,368 *	2				
$50 TO $99 MILLION	15	$14,119	$10,929	$14,765	$12,506	3				
$100 TO $249 MILLION	28	$14,129	$11,576	$17,491	$13,479	4				
$250 TO $499 MILLION	20	$14,210	$11,402	$17,275	$13,489	11				
$500 TO $999 MILLION	11	$14,066	$12,129	$17,266	$13,955	19				
$1 BILLION AND OVER	14	$15,622	$13,506	$20,388	$15,205	39				
ALL BANKS	97	$14,335	$11,976	$17,503	$13,553	12				
301 SR COMMERCIAL LOAN OFFICER										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$46,480 *	$32,039	$45,000	$47,000 *	1	43	5	4	9
$100 TO $249 MILLION	23	$43,552	$33,304	$52,095	$44,000	1	42	10	4	7
$250 TO $499 MILLION	20	$45,676	$30,996	$47,676	$42,400	2	41	12	4	13
$500 TO $999 MILLION	11	$46,871	$33,557	$54,777	$44,800	2	44	11	4	13
$1 BILLION AND OVER	10	$48,750	$35,737	$55,826	$45,987	8	40	10	2	8
ALL BANKS	71	$45,018	$32,879	$51,284	$44,000	2	42	11	4	9

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GEOGRAPHIC REGION II RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
302 COMMERCIAL LOAN OFFICER										
$50 TO $99 MILLION	7	$30,186	$19,900	$34,100	$25,500	1	35	4	3	8
$100 TO $249 MILLION	18	$29,175	$21,973	$35,031	$27,109	2	41	11	5	5
$250 TO $499 MILLION	15	$29,329	$23,915	$37,131	$30,300	2	37	9	4	8
$500 TO $999 MILLION	11	$28,771	$21,802	$36,914	$28,500	4	35	6	3	2
$1 BILLION AND OVER	11	$31,377	$25,684	$40,563	$31,400	9	33	4	2	2
ALL BANKS	62	$29,645	$23,188	$37,171	$28,750	3	37	8	4	5
303 SR CONSUMER LOAN OFFICER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$32,060			$33,500	1	38	7	6	5
$100 TO $249 MILLION	13	$34,763	$27,319	$44,450	$30,093	1	46	10	6	6
$250 TO $499 MILLION	12	$42,608 *	$24,021	$37,113	$37,250 *	1	48	16	7	19
$500 TO $999 MILLION	6	$36,961	$26,533	$41,000	$37,000	1	44	20	5	22
$1 BILLION AND OVER	9	$40,858	$31,630	$50,023	$44,200	1	43	10	3	39
ALL BANKS	47	$37,413	$27,335	$43,012	$35,750	1	44	12	6	16
304 CONSUMER LOAN OFFICER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	3	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	9	$19,179	$14,130	$21,100	$17,233	2	39	7	4	2
$100 TO $249 MILLION	19	$22,720	$18,762	$29,053	$21,156	2	37	11	5	4
$250 TO $499 MILLION	12	$24,687	$17,958	$26,423	$23,050	2	41	12	5	9
$500 TO $999 MILLION	8	$25,241	$20,438	$32,583	$24,600	2	44	8	4	4
$1 BILLION AND OVER	8	$25,076	$20,168	$32,031	$24,933	5	44	13	3	8
ALL BANKS	61	$22,752	$18,598	$28,652	$21,625	2	40	10	4	6
305 SR MORTGAGE LOAN OFFICER										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	13	$37,954	$26,499	$42,685	$37,757	1	42	12	5	3
$250 TO $499 MILLION	7	$42,049	$30,004	$45,749	$38,400	1	45	18	8	5
$500 TO $999 MILLION	5	$40,726	$32,988	$55,980	$37,900	1	50	17	9	7
$1 BILLION AND OVER	7	$54,271	$40,169	$63,473	$50,000	1	43	14	2	8
ALL BANKS	35	$41,598	$31,400	$49,531	$38,500	1	44	14	6	5

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GEOGRAPHIC REGION II RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
306 MORTGAGE LOAN OFFICER										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$20,484 *	$15,267	$19,760	$24,525 *	1	38	12	5	2
$100 TO $249 MILLION	15	$25,484	$19,683	$30,697	$26,334	1	41	13	5	2
$250 TO $499 MILLION	13	$26,103	$20,314	$30,459	$26,000	2	46	19	7	5
$500 TO $999 MILLION	9	$27,284	$21,791	$34,638	$22,500	1	36	11	4	3
$1 BILLION AND OVER	8	$33,926	$27,568	$45,388	$33,100	4	38	9	3	9
ALL BANKS	51	$26,666	$21,737	$34,059	$25,999	2	40	13	5	4
307 TRUST ACCOUNT ADMINISTRATOR										
$50 TO $99 MILLION	5	$20,574 *	$13,904	$19,021	$18,400	1	40	11	3	1
$100 TO $249 MILLION	8	$24,948	$17,562	$29,547	$24,433	1	43	12	6	3
$250 TO $499 MILLION	11	$32,225	$23,576	$36,066	$32,825	1	40	10	5	5
$500 TO $999 MILLION	7	$40,043	$31,318	$48,889	$40,700	1	46	10	6	6
$1 BILLION AND OVER	8	$36,480	$25,377	$40,765	$36,645	4	46	16	5	11
ALL BANKS	39	$31,514	$23,697	$37,287	$31,100	2	43	12	5	5
308 CORPORATE TRUST OFFICER										
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	6	$37,133	$30,458	$44,045	$38,100	1	45	7	3	14
$500 TO $999 MILLION	5	$32,664	$25,744	$39,816	$35,000	1	48	11	6	3
$1 BILLION AND OVER	6	$48,741	$39,749	$62,940	$45,090	2	39	11	2	9
ALL BANKS	19	$38,612	$31,694	$48,579	$38,200	1	46	11	5	9
309 PERSONAL TRUST OFFICER										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	7	$22,555	$18,425	$27,753	$21,985	1	40	8	6	2
$250 TO $499 MILLION	6	$33,078	$27,330	$42,316	$32,250	1	47	7	4	7
$500 TO $999 MILLION	7	$30,933	$26,119	$42,441	$31,100	2	45	12	7	3
$1 BILLION AND OVER	8	$42,761	$34,605	$54,791	$35,257	4	44	15	5	2
ALL BANKS	29	$32,120	$26,461	$41,525	$29,400	2	44	11	5	3

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GEOGRAPHIC REGION II RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
310 STAFF ATTORNEY										
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	12	$53,362	$40,861	$62,599	$48,541	2	32	4	3	10
ALL BANKS	16	$47,598	$36,551	$56,975	$42,917	2	32	5	4	8
311 INTERNAL AUDITOR										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	8	$21,155 *	$14,767	$20,842	$20,581	1	32	5	4	1
$100 TO $249 MILLION	25	$23,909	$17,205	$26,115	$22,000	1	38	8	6	11
$250 TO $499 MILLION	17	$23,974	$20,011	$29,724	$24,440	2	35	7	3	3
$500 TO $999 MILLION	9	$25,870	$19,807	$32,835	$24,800	2	34	9	4	4
$1 BILLION AND OVER	14	$32,101	$28,544	$38,801	$29,333	7	31	10	2	16
ALL BANKS	75	$25,157	$20,676	$30,493	$24,300	3	35	8	4	7
312 LOAN REVIEW OFFICER										
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	8	$30,083	$23,322	$36,045	$22,750 *	1	44	7	2	2
$250 TO $499 MILLION	7	$29,820	$23,171	$34,492	$30,000	1	42	12	3	3
$500 TO $999 MILLION	7	$31,052	$20,453	$34,286	$28,992	1	38	14	3	5
$1 BILLION AND OVER	8	$44,444	$32,456	$50,291	$34,700	2	43	9	3	3
ALL BANKS	33	$32,794	$25,101	$39,428	$28,992	1	42	11	3	3
313 BUSINESS DEVELOPMENT OFFICER										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	6	$28,142	$22,500	$34,367	$27,376	1	39	4	2	1
$250 TO $499 MILLION	6	$33,714	$24,572	$38,467	$31,000	2	45	9	3	1
$500 TO $999 MILLION	6	$30,867	$25,554	$40,216	$30,350	2	37	9	2	1
$1 BILLION AND OVER	7	$38,268	$31,244	$53,034	$40,000	2	45	11	2	1
ALL BANKS	26	$32,643	$26,231	$42,140	$30,350	2	41	8	2	1

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GEOGRAPHIC REGION II RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
314 SYSTEMS ANALYST										
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	5	$27,234 *	$18,883	$26,635	$29,250 *	1	32	5	2	4
$250 TO $499 MILLION	9	$28,791	$20,070	$29,231	$27,775	1	34	6	4	6
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	16	$32,128 *	$38,398	$40,188	$30,152 *	6	35	6	3	2
ALL BANKS	35	$30,459	$30,363	$35,702	$29,500 *	4	35	7	3	4
315 SR COMPUTER PROGRAMMER										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	7	$26,221 *	$14,173	$21,598	$23,600 *	1	33	11	9	2
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	15	$31,660	$22,894	$38,605	$31,250	20	33	5	3	4
ALL BANKS	30	$29,225	$21,089	$33,625	$30,012	11	33	6	4	3
316 COMPUTER PROGRAMMER										
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	12	$15,930	$12,533	$19,694	$13,510	1	29	5	3	3
$250 TO $499 MILLION	9	$20,690	$13,580	$21,765	$20,000	2	32	3	3	
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	14	$24,200	$19,572	$29,515	$23,766	18	32	4	2	
ALL BANKS	40	$20,279	$16,034	$24,532	$21,187	7	30	4	3	3
317 SR COMPUTER OPERATOR										
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	6	$15,810	$13,812	$20,930	$14,809	1	32	9	8	3
$250 TO $499 MILLION	6	$17,104	$12,864	$17,468	$17,520 *	2	32	5	4	3
$500 TO $999 MILLION	8	$18,383	$15,601	$22,364	$18,772	2	29	5	3	5
$1 BILLION AND OVER	15	$20,453	$17,083	$25,410	$20,269	11	32	8	3	3
ALL BANKS	38	$18,285	$15,368	$22,358	$18,772	6	31	7	5	3

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GEOGRAPHIC REGION II RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	---------- MEAN				----------
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
318 COMPUTER OPERATOR										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$11,175	$9,301	$12,092	$11,497	1	26	4	3	
$100 TO $249 MILLION	18	$11,444	$9,765	$14,872	$11,401	2	29	5	3	2
$250 TO $499 MILLION	14	$14,041	$11,338	$16,290	$13,910	3	28	5	3	
$500 TO $999 MILLION	9	$14,286	$11,799	$17,016	$14,242	3	25	3	2	
$1 BILLION AND OVER	15	$16,721	$14,006	$21,001	$16,422	13	28	4	3	
ALL BANKS	63	$13,616	$11,640	$17,134	$13,315	5	28	4	3	2
319 STAFF APPRAISER										
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	7	$27,055	$20,440	$31,175	$26,040	1	49	15	9	
ALL BANKS	15	$27,887	$21,586	$33,194	$28,400	1	48	12	5	2
320 CONSUMER LOAN COLLECTOR										
$50 TO $99 MILLION	10	$13,826	$9,559	$14,788	$13,468	1	31	2	1	1
$100 TO $249 MILLION	15	$13,742	$11,093	$17,218	$12,950	2	31	4	3	1
$250 TO $499 MILLION	16	$13,958	$10,858	$16,416	$13,833	4	32	3	3	3
$500 TO $999 MILLION	10	$14,750	$12,198	$17,837	$14,870	5	32	5	4	2
$1 BILLION AND OVER	9	$15,366	$12,539	$19,686	$15,388	9	31	5	3	3
ALL BANKS	60	$14,225	$11,397	$17,387	$14,375	4	31	4	3	2
321 PERSONNEL ASSISTANT										
$50 TO $99 MILLION	5	$13,739 *	$9,360	$12,272	$13,000 *	1	39	4	2	
$100 TO $249 MILLION	15	$16,460	$12,351	$18,960	$14,995	1	33	8	2	1
$250 TO $499 MILLION	15	$16,489	$13,978	$20,558	$15,995	1	36	5	2	2
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	8	$24,487	$18,839	$29,480	$23,375	2	40	10	3	2
ALL BANKS	46	$17,685	$14,056	$21,344	$16,230	1	36	7	2	2

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GEOGRAPHIC REGION II RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
322 EMPLOYMENT INTERVIEWER										
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	7	$17,355	$13,851	$20,694	$17,536	1	38	8	3	1
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	14	$20,817	$18,323	$27,370	$20,563	3	36	7	3	5
ALL BANKS	28	$19,677	$16,684	$24,996	$19,465	2	38	8	3	4
323 ASST BRANCH MANAGER(LARGE +31)										
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	8	$25,898	$22,847	$35,272	$25,400	21	38	15	5	58
ALL BANKS	14	$24,666	$20,885	$32,243	$24,600	13	42	15	5	37
324 ASST BRANCH MANAGER(MED 10-30)										
$50 TO $99 MILLION	5	$16,554			$15,554	2	40	8	3	17
$100 TO $249 MILLION	13	$21,090	$16,855	$25,877	$19,240	3	37	8	3	15
$250 TO $499 MILLION	19	$19,967	$15,344	$23,180	$19,850	4	39	11	4	23
$500 TO $999 MILLION	11	$19,053	$15,849	$25,221	$19,230	6	39	13	5	12
$1 BILLION AND OVER	10	$22,061	$19,378	$30,535	$22,314	13	36	12	4	49
ALL BANKS	58	$20,112	$16,610	$25,749	$19,420	6	38	11	4	23
325 ASST BRANCH MANAGER(SMALL 10)										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$18,190	$15,264	$21,624	$15,250 *	2	32	4	2	6
$100 TO $249 MILLION	10	$18,215	$13,963	$21,102	$16,788	3	38	12	9	7
$250 TO $499 MILLION	14	$18,146	$14,240	$21,581	$17,849	4	37	10	4	6
$500 TO $999 MILLION	7	$16,902	$15,589	$23,116	$17,780	8	38	10	4	6
$1 BILLION AND OVER	9	$19,977	$17,119	$26,571	$20,000	18	34	10	2	49
ALL BANKS	49	$18,206	$15,133	$22,709	$17,697	7	37	9	4	14

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION II RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
326 ACCOUNTANT										
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	8	$22,751	$18,417	$26,704	$23,050	1	33	7	5	5
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	13	$22,950	$20,904	$31,782	$21,107	4	31	6	3	7
ALL BANKS	29	$23,264	$19,674	$29,460	$22,102	3	33	8	4	4
327 OFFICER TRAINEE (B.A.)										
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	5	$13,354	$11,454	$17,849	$14,100	2	25	1	1	
$250 TO $499 MILLION	8	$15,592	$12,088	$17,848	$15,191	3	28	4	1	
$500 TO $999 MILLION	8	$15,031	$14,016	$20,326	$15,138	3	24	1	1	
$1 BILLION AND OVER	10	$19,922	$16,185	$23,461	$18,954	20	26	2	1	
ALL BANKS	33	$16,272	$13,899	$20,338	$15,200	8	25	2	1	
328 OFFICER TRAINEE (M.A.)										
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	3	INSUFFICIENT DATA								
329 ADVERTISING OFFICER										
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	6	$25,091	$18,830	$27,809	$24,763	1	39	6	3	2
$1 BILLION AND OVER	9	$43,712	$33,640	$51,878	$41,496	1	36	10	3	5
ALL BANKS	22	$32,564	$24,775	$37,563	$27,000	1	38	9	5	3

GEOGRAPHIC REGION II RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
330 NEW ACCOUNTS OFFICER										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	7	$18,848	$14,940	$24,321	$19,240	2	46	17	4	5
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	17	$21,725	$17,616	$26,486	$19,300	5	47	18	5	4
401 CHIEF EXECUTIVE OFFICER										
UNDER $20 MILLION	1	INSWFFICIENT DATA								
$30 TO $39 MILLION	3	INSUFFICIENT DATA								
$40 TO $49 MILLION	6	$51,262 *	$51,346	$66,680	$50,190 *	1	56	15	7	16
$50 TO $99 MILLION	15	$65,081	$41,809	$84,669	$59,500	1	50	14	8	51
$100 TO $249 MILLION	29	$88,519	$62,804	$107,447	$89,603	1	50	21	9	61
$250 TO $499 MILLION	21	$132,573	$90,627	$146,857	$126,000	1	58	22	10	164
$500 TO $999 MILLION	10	$156,100	$94,533	$162,547	$147,500	1	49	15	5	350
$1 BILLION AND OVER	13	$300,389	$188,743	$310,456	$290,000	1	52	16	7	1850
ALL BANKS	98	$125,244	$93,912	$156,039	$105,883	1	52	18	8	306
402 CHIEF ADMINISTRATIVE OFFICER										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$45,717	$28,500	$60,000	$42,100	1	46	18	5	54
$100 TO $249 MILLION	16	$60,426	$47,741	$78,934	$59,000	1	46	14	6	54
$250 TO $499 MILLION	16	$83,568	$54,663	$90,625	$85,500	1	48	14	6	109
$500 TO $999 MILLION	8	$90,418	$61,120	$106,940	$84,672	1	49	17	4	274
$1 BILLION AND OVER	13	$194,056	$138,790	$229,015	$190,000	1	48	20	6	1121
ALL BANKS	61	$96,841	$67,703	$113,070	$77,567	1	47	16	5	259
403 CHIEF FINANCIAL OFFICER										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	8	$44,825	$28,450	$47,200	$42,300	1	40	9	5	37
$100 TO $249 MILLION	22	$47,232	$37,507	$58,730	$48,000	1	42	12	6	23
$250 TO $499 MILLION	16	$57,595	$42,205	$64,882	$56,250	1	45	16	6	18
$500 TO $999 MILLION	7	$71,565	$60,022	$100,081	$65,000	1	42	10	5	96
$1 BILLION AND OVER	15	$119,965	$91,202	$147,307	$96,460	1	42	10	4	72
ALL BANKS	70	$66,883	$53,925	$85,960	$54,950	1	42	12	5	36

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GEOGRAPHIC REGION II RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
404 SR OPERATIONS OFFICER										
$40 TO $49 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$42,356	$28,000	$44,100	$40,280	1	46	9	4	24
$100 TO $249 MILLION	20	$41,650	$33,762	$53,509	$39,360	1	43	13	5	34
$250 TO $499 MILLION	15	$48,360	$35,933	$55,923	$50,000	1	43	16	9	48
$500 TO $999 MILLION	12	$53,097	$39,842	$64,236	$52,700	1	48	18	6	72
$1 BILLION AND OVER	13	$112,614	$79,417	$124,438	$100,000	1	49	18	5	421
ALL BANKS	69	$57,830	$45,662	$71,650	$47,475	1	45	15	6	94
405 OPERATIONS OFFICER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	5	$28,146 *	$38,854	$55,548	$26,604 *	1	39	16	4	11
$50 TO $99 MILLION	9	$25,564	$19,335	$29,800	$26,179	1	43	12	6	11
$100 TO $249 MILLION	15	$24,723	$20,772	$32,142	$23,500	2	38	12	4	16
$250 TO $499 MILLION	18	$31,745	$24,479	$38,051	$29,100	1	42	15	5	38
$500 TO $999 MILLION	9	$28,115	$24,890	$40,784	$29,476	2	40	14	4	22
$1 BILLION AND OVER	12	$47,808	$41,884	$66,829	$37,450 *	6	42	16	3	119
ALL BANKS	71	$30,811	$27,633	$43,462	$27,600 *	2	41	14	4	35
406 PERSONNEL OFFICER/DIRECTOR										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	9	$19,037	$15,663	$24,673	$18,750	1	40	10	5	18
$100 TO $249 MILLION	23	$30,675	$23,363	$35,683	$28,496	1	44	12	6	21
$250 TO $499 MILLION	20	$37,280	$28,896	$45,084	$34,500	1	45	12	8	4
$500 TO $999 MILLION	11	$40,770	$34,196	$55,581	$43,500	1	40	15	7	7
$1 BILLION AND OVER	14	$71,790	$55,344	$88,641	$67,522	1	44	16	3	22
ALL BANKS	78	$39,661	$32,175	$50,623	$34,399	1	43	13	6	14
407 MARKETING OFFICER										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	17	$28,174	$22,477	$35,141	$25,584	1	38	9	2	2
$250 TO $499 MILLION	16	$37,239	$29,342	$44,876	$41,125	1	45	9	6	2
$500 TO $999 MILLION	10	$47,039	$36,763	$61,041	$42,800	1	45	14	5	7
$1 BILLION AND OVER	11	$68,890	$52,505	$85,696	$70,000	1	42	8	3	22
ALL BANKS	59	$41,515	$32,487	$51,618	$40,000	1	43	10	4	7

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GEOGRAPHIC REGION II RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
408 CONTROLLER										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$31,049	$22,120	$32,323	$32,646 *	1	36	5	3	2
$100 TO $249 MILLION	20	$36,759	$27,084	$42,872	$34,800	1	42	11	5	5
$250 TO $499 MILLION	12	$38,113	$28,811	$45,025	$36,580	1	38	10	3	6
$500 TO $999 MILLION	10	$41,720	$33,281	$51,296	$42,050	1	41	12	7	17
$1 BILLION AND OVER	13	$71,587	$53,598	$85,476	$71,400	1	46	16	4	34
ALL BANKS	64	$43,788	$34,090	$53,567	$38,100	1	41	11	5	12
409 GENERAL ACCOUNTING MANAGER										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$16,978	$16,409	$22,785	$17,457	1	38	10	4	11
$100 TO $249 MILLION	10	$24,567	$18,305	$28,755	$23,750	1	40	14	7	5
$250 TO $499 MILLION	11	$24,233	$21,157	$31,544	$24,216	1	41	11	7	4
$500 TO $999 MILLION	7	$26,927	$20,764	$32,943	$25,200	1	38	13	6	5
$1 BILLION AND OVER	14	$40,642	$30,356	$46,167	$46,150	1	38	15	4	17
ALL BANKS	49	$28,350	$23,184	$35,398	$24,938	1	39	13	6	9
410 BRANCH ADMINISTRATION OFFICER										
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	16	$39,235	$32,841	$51,489	$37,740	1	44	11	4	24
$250 TO $499 MILLION	18	$42,809	$33,684	$53,188	$43,250	1	44	16	4	68
$500 TO $999 MILLION	11	$50,677	$39,767	$64,921	$46,000	1	45	16	7	110
$1 BILLION AND OVER	11	$67,569	$51,470	$79,745	$66,000	2	46	14	5	395
ALL BANKS	60	$46,825	$37,789	$59,567	$45,000	1	45	14	5	108
411 BRANCH MANAGER (LARGE +31)										
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	5	$30,952	$24,546	$41,071	$29,911	1	50	17	8	15
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	8	$40,561	$31,914	$49,067	$41,525	12	46	20	5	92
ALL BANKS	22	$34,688	$27,492	$44,143	$35,140	6	47	18	6	45

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GEOGRAPHIC REGION II RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
412 BRANCH MANAGER (MEDIUM 10-30)										
$50 TO $99 MILLION	6	$24,756	$21,715	$28,579	$25,351	2	37	5	3	16
$100 TO $249 MILLION	19	$27,245	$21,132	$34,274	$25,012	3	41	11	5	21
$250 TO $499 MILLION	19	$30,429	$22,546	$35,146	$30,800	5	44	15	8	14
$500 TO $999 MILLION	12	$26,346	$21,568	$35,907	$26,873	9	42	14	6	32
$1 BILLION AND OVER	11	$33,390	$26,568	$42,240	$34,871	28	42	15	5	95
ALL BANKS	67	$28,773	$22,694	$36,172	$28,550	8	42	13	6	29
413 BRANCH MANAGER (SMALL 10)										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	12	$24,021	$16,301	$24,535	$18,572	2	41	11	6	10
$100 TO $249 MILLION	28	$22,313	$18,312	$29,579	$22,702	4	40	11	5	9
$250 TO $499 MILLION	20	$25,306	$19,757	$30,991	$24,625	7	43	14	6	12
$500 TO $999 MILLION	10	$22,154	$18,929	$32,060	$22,889	10	43	13	5	11
$1 BILLION AND OVER	9	$25,666	$21,053	$33,243	$26,000	26	36	10	3	76
ALL BANKS	81	$23,676	$19,051	$30,218	$23,000	8	41	12	5	16
414 DATA PROCESSING DIRECTOR										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	14	$35,097	$25,699	$38,981	$37,499	1	41	14	8	9
$250 TO $499 MILLION	8	$47,110 *	$29,231	$44,635	$41,000	1	40	12	6	13
$500 TO $999 MILLION	5	$51,662	$42,893	$66,060	$48,900	1	47	16	8	20
$1 BILLION AND OVER	12	$87,241	$68,288	$108,619	$77,500	1	44	12	5	124
ALL BANKS	44	$51,775	$40,091	$61,999	$42,250	1	42	13	7	39
415 COMPUTER CENTER MANAGER										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	7	$37,186 *	$25,388	$35,691	$35,000	1	38	6	4	7
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	13	$50,103	$38,519	$59,762	$44,083	1	40	13	4	50
ALL BANKS	27	$42,616	$34,207	$52,749	$42,200	1	39	11	4	27

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GEOGRAPHIC REGION II RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
416 SYSTEMS & PROGRAMMING MANAGER										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	9	$33,721 *	$21,920	$33,308	$31,800	1	39	8	5	6
$500 TO $999 MILLION	7	$38,643	$32,290	$49,925	$41,400	1	37	9	3	13
$1 BILLION AND OVER	12	$56,871	$41,555	$64,628	$55,750	2	42	11	4	36
ALL BANKS	32	$41,702	$32,041	$49,769	$41,700	1	39	9	4	22
417 DP OPERATIONS SUPERVISOR										
$50 TO $99 MILLION	6	$16,431	$13,023	$20,004	$16,130	1	28	6	1	4
$100 TO $249 MILLION	8	$16,906	$13,901	$20,912	$15,950	1	37	12	4	6
$250 TO $499 MILLION	9	$20,671	$15,938	$23,999	$20,020	1	34	9	4	6
$500 TO $999 MILLION	6	$35,433	$27,839	$42,665	$34,000	1	32	6	1	17
$1 BILLION AND OVER	9	$31,173	$25,399	$38,856	$30,000	2	32	14	3	20
ALL BANKS	38	$24,027	$20,340	$30,970	$21,597	1	33	9	3	10
418 PURCHASING MANAGER										
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	8	$20,298	$15,714	$22,501	$19,700	1	46	16	6	5
$250 TO $499 MILLION	17	$24,254	$18,846	$28,402	$24,000	1	49	16	8	5
$500 TO $999 MILLION	11	$26,978	$19,554	$30,854	$24,960	1	43	12	5	7
$1 BILLION AND OVER	13	$41,020	$35,346	$53,742	$42,000	1	52	16	8	19
ALL BANKS	52	$27,797	$23,543	$35,775	$25,179	1	48	15	7	10
419 COMMERCIAL CREDIT DEPT MANAGER										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$25,086 *	$15,822	$22,942	$25,000 *	1	35	3	2	6
$100 TO $249 MILLION	10	$29,717	$22,802	$36,125	$28,900	1	41	7	3	3
$250 TO $499 MILLION	9	$28,274	$22,557	$34,584	$29,205	1	37	12	6	8
$500 TO $999 MILLION	6	$43,458	$31,787	$49,127	$41,000	1	38	7	2	13
$1 BILLION AND OVER	10	$61,233	$49,565	$80,010	$48,480 *	1	46	11	4	10
ALL BANKS	41	$38,925	$32,675	$51,661	$33,625	1	40	9	3	8

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GEOGRAPHIC REGION II RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
420 CONSUMER LOAN DEPT MANAGER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	16	$27,108	$21,891	$33,712	$26,280	1	42	12	5	6
$250 TO $499 MILLION	10	$36,536	$28,186	$41,644	$37,500	1	39	10	4	16
$500 TO $999 MILLION	7	~~$37,127~~	$32,637	$53,133	$35,000	1	42	14	6	13
$1 BILLION AND OVER	7	$67,053	$47,927	$74,189	$60,800	1	47	10	6	95
ALL BANKS	43	$36,993	$30,204	$46,748	$31,824	1	42	12	5	21
421 MORTGAGE LOAN DEPT MANAGER										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	8	$27,899	$22,829	$34,701	$28,090	1	44	17	5	3
$250 TO $499 MILLION	7	$38,300	$28,542	$45,309	$39,000	1	44	16	9	11
$500 TO $999 MILLION	8	$42,774	$33,891	$55,782	$44,500	1	41	13	3	18
$1 BILLION AND OVER	6	$64,992	$57,363	$94,385	$65,375	1	47	10	10	24
ALL BANKS	33	$41,080	$33,418	$53,519	$39,323	1	44	13	6	12
422 COMMERCIAL LOAN DEPT MANAGER										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	11	$31,695	$26,565	$39,807	$28,397	1	42	12	4	7
$250 TO $499 MILLION	8	$54,504	$39,124	$58,476	$54,500	1	46	17	7	16
$500 TO $999 MILLION	7	$42,801	$34,267	$55,849	$46,820	1	45	13	3	10
$1 BILLION AND OVER	12	$78,894	$61,553	$99,475	$76,334	1	43	11	4	39
ALL BANKS	39	$52,978	$42,021	$66,290	$52,000	1	44	13	5	17
423 SR TRUST OFFICER										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	16	$38,714	$30,538	$46,597	$38,425	1	47	11	9	4
$250 TO $499 MILLION	14	$51,195	$40,305	$62,585	$49,000	1	50	16	8	10
$500 TO $999 MILLION	10	$60,032	$43,637	$70,106	$60,300	1	45	12	6	19
$1 BILLION AND OVER	10	$80,368	$58,219	$92,159	$72,500	1	42	7	3	87
ALL BANKS	55	$53,355	$41,788	$6[illegible] 433	$50,000	1	46	12	7	18

GEOGRAPHIC REGION II RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
424 TRUST OPERATIONS MANAGER										
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	10	$23,800	$18,486	$27,969	$23,786	1	36	9	5	4
$250 TO $499 MILLION	9	$24,573	$19,963	$30,637	$23,100	1	41	10	4	6
$500 TO $999 MILLION	10	$32,768	$26,159	$40,969	$33,000	1	42	9	6	9
$1 BILLION AND OVER	10	$49,856	$41,748	$64,682	$51,681	1	39	11	3	46
ALL BANKS	41	$32,447	$27,017	$41,726	$29,750	1	39	10	5	16
425 TELEPHONE SUPERVISOR										
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	7	$25,376	$20,466	$31,578	$23,023	1	42	15	6	3
ALL BANKS	15	$23,522	$18,930	$29,171	$23,023	1	49	15	6	4
426 COMPENSATION & BENEFITS MGR										
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	8	$57,883	$42,624	$67,878	$46,000	1	41	15	6	8
ALL BANKS	17	$42,134	$34,209	$53,651	$33,800 *	1	41	14	4	5
427 PAYROLL SUPERVISOR										
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	7	$17,929	$12,944	$19,484	$17,680	1	41	10	8	2
$500 TO $999 MILLION	6	$18,633	$12,956	$19,404	$18,457	1	44	14	5	1
$1 BILLION AND OVER	14	$26,097	$21,757	$33,275	$23,750	1	39	14	5	4
ALL BANKS	32	$21,605	$17,316	$26,374	$19,670	1	43	13	5	3

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION II RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
428 INTERNAL AUDIT MANAGER										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	9	$23,686	$19,781	$29,590	$21,450	1	37	5	3	16
$250 TO $499 MILLION	13	$34,403	$26,894	$41,128	$32,500	1	43	14	7	4
$500 TO $999 MILLION	8	$40,907	$33,851	$54,322	$41,600	1	44	10	4	8
$1 BILLION AND OVER	13	$55,240	$42,810	$65,861	$52,000	2	37	10	4	19
ALL BANKS	46	$38,604	$31,361	$48,625	$36,250	1	40	10	5	11
429 SECURITY MANAGER										
$100 TO $249 MILLION	6	$27,728	$21,109	$33,993	$22,463	1	44	20	6	8
$250 TO $499 MILLION	11	$33,018	$24,879	$38,513	$30,000	7	47	24	8	8
$500 TO $999 MILLION	7	$26,702	$22,982	$36,539	$28,905	1	45	7	5	3
$1 BILLION AND OVER	14	$38,384	$31,301	$48,265	$39,942	1	52	14	7	29
ALL BANKS	38	$32,996	$26,654	$41,591	$31,766	1	48	16	6	16
430 CONSUMER LOAN COLLECTION MGR										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	10	$18,172	$14,317	$21,344	$17,090	1	36	5	3	2
$250 TO $499 MILLION	15	$22,086	$16,092	$23,577	$20,000	1	41	9	4	5
$500 TO $999 MILLION	10	$23,102	$17,734	$28,142	$22,234	1	46	10	4	7
$1 BILLION AND OVER	11	$31,239	$26,277	$40,120	$30,472	1	42	10	3	16
ALL BANKS	52	$22,843	$18,274	$27,703	$21,584	1	42	8	4	7
431 TRAINING DIRECTOR										
$100 TO $249 MILLION	5	$16,414	$13,168	$21,345	$15,176	1	34	7	2	1
$250 TO $499 MILLION	9	$23,247	$19,379	$28,787	$21,000	1	37	9	4	2
$500 TO $999 MILLION	6	$21,390	$17,024	$27,410	$19,269	1	36	7	3	4
$1 BILLION AND OVER	11	$41,028	$30,557	$47,459	$41,700	1	39	8	3	8
ALL BANKS	31	$28,095	$22,157	$34,498	$24,000	1	37	8	3	5

GEOGRAPHIC REGION II RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
432 EMPLOYMENT MANAGEMENT										
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	6	$26,895	$21,556	$31,801	$23,776	1	38	11	4	2
$1 BILLION AND OVER	12	$42,869	$33,735	$51,876	$42,000	1	37	8	2	6
ALL BANKS	21	$35,150	$28,333	$43,023	$30,400	1	38	10	3	5
433 SR BUSINESS DEVELOPMENT OFFICE										
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	8	$48,788	$33,110	$49,600	$43,942	1	46	11	4	22
$500 TO $999 MILLION	6	$46,190	$33,361	$54,657	$42,600	1	50	14	4	6
$1 BILLION AND OVER	6	$64,134 *	$40,245	$62,652	$68,600 *	1	43	12	4	12
ALL BANKS	26	$51,386	$34,889	$54,351	$47,900	1	45	11	4	13
434 SR INTERNATIONAL BANKING OFFIC										
$1 BILLION AND OVER	6	$75,068	$61,223	$100,185	$77,212	1	39	6	3	18
ALL BANKS	6	$75,068	$61,223	$100,185	$77,212	1	39	6	3	18
435 SR INVESTMENT OFFICER										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	6	$33,658	$24,333	$37,709	$33,325	1	37	11	3	4
$250 TO $499 MILLION	7	$48,475	$36,873	$56,330	$50,024	1	48	16	9	4
$500 TO $999 MILLION	9	$55,625	$44,237	$72,332	$58,800	1	46	16	7	13
$1 BILLION AND OVER	12	$81,289	$54,824	$85,906	$73,800	1	44	15	6	12
ALL BANKS	35	$59,910	$43,140	$68,011	$58,800	1	45	14	6	9

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GEOGRAPHIC REGION II RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
436 SR CORRESPONDENT BANKING OFFIC	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	6	$36,261	$29,720	$44,500	$39,020	1	42	17	3	5

Region III South Atlantic

- Delaware
- Maryland
- Virginia
- Washington, D.C.
- West Virginia

GEOGRAPHIC REGION III RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
101 FILE CLERK										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	3	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	12	$9,463	$8,688	$11,415	$9,152	3				
$100 TO $249 MILLION	14	$10,200	$8,540	$12,414	$10,443	6				
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	42	$10,283	$9,185	$12,547	$10,291	6				
102 GENERAL CLERK										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	15	$11,292	$9,401	$12,971	$11,200	3				
$100 TO $249 MILLION	12	$11,411	$8,837	$13,851	$11,751	8				
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	41	$11,319	$9,507	$13,786	$11,302	15				
103 CLERK TYPIST										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$11,254	$9,470	$12,327	$11,160	2				
$100 TO $249 MILLION	8	$10,910	$9,745	$14,907	$10,202	4				
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	5	$11,760	$10,045	$14,844	$11,009	11				
ALL BANKS	26	$10,995	$9,678	$14,057	$10,585	5				
104 DATA ENTRY OPERATOR										
$50 TO $99 MILLION	5	$11,153	$10,687	$14,652	$11,530	2				
$100 TO $249 MILLION	8	$11,345	$8,934	$13,051	$11,082	3				
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	7	$11,962	$10,524	$15,424	$11,800	27				
ALL BANKS	25	$11,432	$9,992	$14,711	$11,700	10				

GEOGRAPHIC REGION III RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
105 MAIL CLERK										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	8	$10,211	$8,443	$12,151	$9,269	1				
$250 TO $499 MILLION	5	$9,228	$8,493	$12,551	$8,883	2				
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	7	$11,216	$9,749	$14,069	$10,494	6				
ALL BANKS	26	$10,245	$9,102	$13,076	$9,903	3				
106 ACCOUNTING CLERK - SR										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	8	$15,494	$11,563	$16,875	$15,976	1				
$100 TO $249 MILLION	8	$14,162	$10,256	$15,809	$13,700	1				
$250 TO $499 MILLION	5	$15,723	$12,028	$18,619	$16,000	3				
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	7	$16,350	$13,702	$20,106	$15,445	4				
ALL BANKS	35	$15,416	$12,453	$18,241	$15,544	2				
107 ACCOUNTING CLERK										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	3	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	12	$12,388	$10,745	$14,380	$13,054	2				
$100 TO $249 MILLION	18	$11,786	$9,428	$14,056	$11,939	3				
$250 TO $499 MILLION	6	$11,865	$10,424	$15,847	$11,996	5				
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$13,362	$11,597	$16,741	$12,464	11				
ALL BANKS	51	$12,156	$10,338	$14,956	$12,080	4				
108 PROOF MACHINE OPERATOR										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	3	INSUFFICIENT DATA								
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	19	$11,607	$9,015	$12,613	$11,443	2				
$100 TO $249 MILLION	19	$10,746	$8,948	$13,328	$10,261	3				
$250 TO $499 MILLION	5	$11,467	$7,588	$13,872	$11,250	5				
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$11,083	$9,959	$14,331	$11,490	9				
ALL BANKS	60	$11,103	$9,125	$13,466	$11,072	4				

GEOGRAPHIC REGION III RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
109 WORD PROCESSING OPERATOR										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	13	$13,538	$11,662	$17,596	$13,500	4				
110 BOOKKEEPING MACHINE OPERATOR										
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	7	$12,168	$10,054	$15,211	$11,008	3				
111 MAINTENANCE SERVICE WORKER										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$11,675 *	$8,200	$11,000	$11,356 *	2				
$100 TO $249 MILLION	12	$12,284	$10,470	$14,620	$10,898	2				
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$13,162	$11,923	$17,296	$12,335	2				
ALL BANKS	30	$12,659	$10,951	$16,046	$11,501	2				
112 CUSTODIAN										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	8	$10,774 *	$7,350	$9,480	$8,940	2				
$100 TO $249 MILLION	6	$10,664	$6,577	$11,043	$10,098	2				
$250 TO $499 MILLION	5	$9,536	$8,100	$12,003	$9,263	3				
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	27	$9,990	$7,746	$11,297	$9,279	2				

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GEOGRAPHIC REGION III RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
113 MESSENGER										
$20 TO $29 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	16	$10,510	$8,530	$13,093	$10,332	2				
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$11,466	$10,153	$14,577	$11,789	5				
ALL BANKS	33	$10,612	$9,158	$13,439	$10,587	2				
114 SECURITY GUARD										
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$12,234	$11,082	$16,054	$11,501	5				
ALL BANKS	8	$12,328	$10,996	$16,006	$11,501	4				
201 SAFE DEPOSIT CLERK										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$12,547	$11,900	$17,500	$12,420	1				
$100 TO $249 MILLION	11	$11,272	$8,916	$12,824	$11,552	1				
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	26	$11,967	$9,737	$14,096	$12,390	1				
202 RECEPTIONIST										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$13,380	$10,910	$14,549	$12,700	1				
$100 TO $249 MILLION	7	$11,614	$8,754	$13,346	$10,400	1				
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	26	$12,263	$9,908	$14,494	$11,596	2				

GEOGRAPHIC REGION III RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
203 NEW ACCOUNTS REPRESENTATIVE										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	2	INSUFFICIENT DATA								
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	3.	INSUFFICIENT DATA								
$50 TO $99 MILLION	15	$12,751	$11,046	$16,037	$12,700	3				
$100 TO $249 MILLION	21	$12,527	$10,501	$16,010	$12,530	7				
$250 TO $499 MILLION	7	$12,672	$10,741	$16,050	$12,710	10				
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	7	$14,315	$12,205	$17,766	$14,480	51				
ALL BANKS	60	$12,706	$10,989	$16,411	$12,705	11				
204 TELEPHONE OPERATOR										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	3	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	11	$9,912	$9,297	$12,351	$9,600	1				
$100 TO $249 MILLION	15	$10,455	$8,973	$13,053	$10,123	1				
$250 TO $499 MILLION	6	$10,719	$9,056	$13,136	$10,516	2				
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	5	$13,708	$10,909	$15,544	$12,880	3				
ALL BANKS	46	$10,651	$9,630	$13,620	$10,360	1				
205 SECRETARY										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	8	$11,277	$9,175	$13,220	$10,926	2				
$100 TO $249 MILLION	21	$11,856	$9,769	$15,435	$11,890	4				
$250 TO $499 MILLION	6	$12,481	$10,943	$16,639	$12,112	6				
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	7	$14,533	$12,970	$18,760	$14,394	21				
ALL BANKS	50	$12,432	$10,788	$16,406	$12,262	6				
206 EXECUTIVE SECRETARY										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	4	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	12	$15,193	$11,828	$17,367	$15,096	1				
$100 TO $249 MILLION	20	$17,114	$12,850	$19,290	$16,125	2				
$250 TO $499 MILLION	7	$15,490	$11,979	$18,354	$15,296	3				
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	7	$18,975	$15,265	$22,552	$18,500	11				
ALL BANKS	58	$16,727	$13,287	$19,792	$16,095	3				

GEOGRAPHIC REGION III RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
207 LEGAL SECRETARY										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	7	$16,352	$14,412	$21,401	$16,354	2				
208 UNIVERSAL TELLER										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	4	INSUFFICIENT DATA								
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	16	$10,263	$9,056	$14,172	$10,300	13				
$100 TO $249 MILLION	19	$10,249	$9,228	$14,078	$9,889	24				
$250 TO $499 MILLION	6	$10,405	$9,557	$14,056	$10,298	48				
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$11,961	$10,865	$15,610	$11,517	160				
ALL BANKS	61	$10,543	$9,521	$14,401	$10,300	38				
209 HEAD TELLER										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	4	INSUFFICIENT DATA								
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	15	$13,341	$11,679	$15,525	$13,200	2				
$100 TO $249 MILLION	20	$12,922	$11,209	$16,963	$12,310	6				
$250 TO $499 MILLION	7	$13,750	$11,068	$16,643	$12,200	8				
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	5	$15,908	$14,106	$20,553	$14,900	23				
ALL BANKS	60	$13,503	$11,770	$17,233	$13,367	7				
301 SR COMMERCIAL LOAN OFFICER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	11	$33,399	$24,670	$38,671	$33,200	1	42	10	3	4
$100 TO $249 MILLION	14	$42,883	$30,700	$52,194	$41,000	1	40	8	4	12
$250 TO $499 MILLION	5	$40,180	$31,876	$47,815	$35,500	2	41	13	3	6
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$49,379	$37,585	$57,725	$50,135	4	37	4	3	7
ALL BANKS	42	$41,677	$31,962	$51,243	$40,255	2	40	8	3	7

GEOGRAPHIC REGION III RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
302 COMMERCIAL LOAN OFFICER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $.49 MILLION	10	$27,437	$21,957	$34,377	$26,250	2	39	7	3	3
$250 TO $499 MILLION	5	$26,030	$17,885	$28,078	$22,000	2	32	6	3	
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$27,423	$23,892	$35,808	$27,202	3	32	4	2	
ALL BANKS	28	$25,929	$21,138	$34,584	$24,251	3	36	5	3	6
303 SR CONSUMER LOAN OFFICER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	10	$28,118	$21,888	$33,136	$31,050	1	41	11	4	4
$100 TO $249 MILLION	14	$34,581	$26,952	$42,537	$31,745	1	46	14	6	10
$250 TO $499 MILLION	5	$37,947 *	$23,000	$36,000	$35,000	1	51	20	5	11
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$37,703	$31,263	$47,353	$39,021	1	38	8	4	16
ALL BANKS	40	$33,801	$26,196	$40,700	$32,625	1	44	13	6	9
304 CONSUMER LOAN OFFICER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	3	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	15	$18,894	$15,389	$24,628	$19,000	1	36	8	3	2
$100 TO $249 MILLION	14	$21,631	$16,510	$25,252	$21,491	2	41	15	6	6
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$26,853	$23,286	$35,170	$27,939	2	37	5	2	3
ALL BANKS	46	$21,928	$18,436	$27,959	$20,885	2	39	11	4	4
305 SR MORTGAGE LOAN OFFICER										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$28,703	$21,038	$32,083	$28,250	1	42	13	2	5
$100 TO $249 MILLION	8	$35,127	$26,132	$44,034	$30,500	1	49	18	5	7
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	27	$37,812	$28,191	$45,064	$35,334	1	44	11	3	6

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION III RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
306 MORTGAGE LOAN OFFICER										
$40 TO $49 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	7	$20,561	$15,568	$25,776	$21,000	1	36	9	4	7
$100 TO $249 MILLION	10	$20,861	$17,084	$28,208	$20,325	1	42	11	2	3
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	29	$23,481	$19,691	$31,316	$22,075	1	38	9	3	4
307 TRUST ACCOUNT ADMINISTRATOR										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	6	$24,102	$16,691	$29,500	$20,406	1	37	6	4	2
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	13	$29,475	$20,432	$33,717	$28,000	2	38	9	5	2
308 CORPORATE TRUST OFFICER										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	8	$34,773	$28,740	$48,442	$36,541	1	41	6	4	3
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	16	$38,710	$30,351	$49,251	$36,541	1	40	8	4	7
309 PERSONAL TRUST OFFICER										
$100 TO $249 MILLION	6	$22,897	$18,074	$30,558	$22,514	2	50	18	6	4
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	13	$30,062	$24,783	$39,973	$25,650	2	48	15	4	4

GEOGRAPHIC REGION III RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
310 STAFF ATTORNEY										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	4	INSUFFICIENT DATA								
311 INTERNAL AUDITOR										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	12	$19,555	$15,574	$23,662	$18,357	1	37	12	3	2
$100 TO $249 MILLION	14	$26,390	$23,630	$36,552	$27,050	1	40	10	6	2
$250 TO $499 MILLION	5	$20,712	$20,000	$33,000	$22,000	1	34	7	2	3
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	41	$22,444	$21,182	$31,934	$21,500	2	38	9	4	2
312 LOAN REVIEW OFFICER										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$32,669	$31,454	$47,920	$31,071 *	2	34	3	2	3
ALL BANKS	17	$29,112	$25,963	$38,703	$29,224	1	35	6	3	9
313 BUSINESS DEVELOPMENT OFFICER										
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	7	$33,184	$24,242	$40,894	$35,049	1	46	11	7	2
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	16	$29,933	$23,742	$38,749	$32,050	2	42	8	5	5

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GEOGRAPHIC REGION III RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
314 SYSTEMS ANALYST										
$100 TO $249 MILLION	5	$26,701	$24,546	$37,076	$24,842	2	34	4	3	
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	11	$27,051	$26,198	$39,963	$24,842 *	4	34	3	2	
315 SR COMPUTER PROGRAMMER										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	8	$30,799	$23,384	$36,732	$29,907	6	32	3	3	
316 COMPUTER PROGRAMMER										
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	9	$21,554	$17,961	$27,273	$19,963	3	30	7	2	
317 SR COMPUTER OPERATOR										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	6	$15,228	$12,660	$19,289	$15,399	2	34	8	4	3
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	16	$17,597	$15,072	$23,286	$16,930	3	34	8	4	2

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GEOGRAPHIC REGION III RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
318 COMPUTER OPERATOR										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	8	$12,305	$11,706	$13,871	$11,915	1	28	7	3	2
$100 TO $249 MILLION	11	$12,510	$10,588	$15,640	$12,389	2	29	5	3	
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	5	$15,992	$13,187	$19,295	$16,443	9	34	6	1	
ALL BANKS	33	$12,802	$11,536	$16,590	$12,389	3	28	5	3	2
319 STAFF APPRAISER										
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	2	INSUFFICIENT DATA								
320 CONSUMER LOAN COLLECTOR										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$14,446	$13,055	$20,863	$14,683	1	33	5	2	1
$100 TO $249 MILLION	14	$15,830	$11,514	$18,241	$13,567	2	35	5	4	2
$250 TO $499 MILLION	6	$13,428	$11,647	$17,717	$13,389	2	36	7	3	5
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	5	$16,074	$14,865	$21,717	$16,500	14	33	3	2	
ALL BANKS	35	$15,318	$12,438	$19,071	$14,665	4	35	5	3	5
321 PERSONNEL ASSISTANT										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	10	$17,021	$14,316	$22,088	$16,762	1	36	8	4	2
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	24	$16,008	$14,059	$21,359	$15,741	1	34	7	3	4

GEOGRAPHIC REGION III RESULTS -- 1986

			MEAN SALARY RANGE			MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MINIMUM	MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
322 EMPLOYMENT INTERVIEWER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$21,700	$16,957	$25,112	$21,704	3	29	3	1	2
ALL BANKS	12	$24,437	$16,952	$25,460	$21,704	2	31	6	2	17
323 ASST BRANCH MANAGER(LARGE +31)										
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	7	$22,543	$20,445	$31,354	$23,500	7	39	10	2	8
324 ASST BRANCH MANAGER(MED 10-30)										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	5	$19,583	$14,642	$24,841	$19,750	2	30	5	2	11
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	5	$21,161	$19,117	$28,438	$21,049	15	41	14	3	6
ALL BANKS	18	$19,514	$16,982	$26,331	$20,177	8	36	10	3	10
325 ASST BRANCH MANAGER(SMALL 10)										
$20 TO $29 MILLION	4	INSUFFICIENT DATA								
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	7	$16,650	$12,909	$20,697	$17,000	2	35	7	2	5
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	5	$19,016	$17,346	$25,454	$18,246	11	39	16	1	4
ALL BANKS	27	$16,489	$15,056	$22,808	$16,550	5	37	8	2	4

GEOGRAPHIC REGION III RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
326 ACCOUNTANT										
$100 TO $249 MILLION	5	$25,870	$19,437	$32,969	$27,500	1	30	1	2	4
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$22,766	$18,023	$26,660	$20,053	3	37	9	6	8
ALL BANKS	16	$23,467	$18,158	$28,808	$21,450	2	32	5	3	5
327 OFFICER TRAINEE (B.A.)										
$20 TO $29 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$14,444	$13,205	$16,000	$14,318	2	32	4	1	14
$100 TO $249 MILLION	6	$13,921 *	$13,981	$19,813	$13,864 *	3	24	1	1	
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	5	$18,904	$16,518	$24,527	$18,245	10	24	1	1	
ALL BANKS	22	$15,877	$14,696	$20,983	$15,400	4	26	2	1	14
328 OFFICER TRAINEE (M.A.)										
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	3	INSUFFICIENT DATA								
329 ADVERTISING OFFICER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	5	$20,520	$16,661	$24,826	$21,350	1	30	4	3	1
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$37,180	$32,428	$50,452	$26,660 *	1	42	7	3	6
ALL BANKS	17	$28,074	$24,080	$37,215	$24,310	1	38	5	3	7

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES. ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION III RESULTS -- 1986

						MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
330 NEW ACCOUNTS OFFICER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	2	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	7	$17,357	$13,841	$19,767	$17,903	1	36	6	4	3
$100 TO $249 MILLION	8	$19,735	$15,247	$24,384	$19,737	2	38	13	4	4
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	23	$18,737	$15,325	$23,035	$18,010	5	39	10	4	4
401 CHIEF EXECUTIVE OFFICER										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	4	INSUFFICIENT DATA								
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	19	$66,318	$48,306	$74,381	$69,400	1	52	18	10	32
$100 TO $249 MILLION	21	$89,099	$61,014	$105,747	$90,000	1	51	18	8	75
$250 TO $499 MILLION	6	$104,451	$60,575	$112,525	$102,250	1	56	20	9	98
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$253,500	$175,965	$287,146	$242,500	1	58	21	6	1502
ALL BANKS	65	$96,855	$82,641	$137,674	$80,350 *	1	52	17	9	181
402 CHIEF ADMINISTRATIVE OFFICER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	2	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	10	$46,096	$34,373	$56,477	$44,208	1	48	14	3	35
$100 TO $249 MILLION	10	$60,719	$47,534	$86,044	$59,150	1	56	29	9	60
$250 TO $499 MILLION	5	$82,718	$44,850	$83,225	$83,500 *	1	51	17	6	82
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	35	$75,239	$62,344	$106,641	$57,000 *	1	51	18	7	270
403 CHIEF FINANCIAL OFFICER										
$20 TO $29 MILLION	2	INSUFFICIENT DATA								
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$42,220	$29,144	$51,280	$41,161	1	40	8	5	19
$100 TO $249 MILLION	12	$52,691	$38,863	$62,269	$52,000	1	44	10	5	12
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$109,450	$80,669	$129,985	$104,000	1	41	10	3	41
ALL BANKS	36	$60,252	$53,345	$89,585	$50,200 *	1	44	11	5	23

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION III RESULTS -- 1986

404 SR OPERATIONS OFFICER

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	8	$34,863 *	$22,100	$32,850	$30,250	1	46	18	5	23
$100 TO $249 MILLION	15	$44,594	$32,063	$52,555	$46,800	1	44	12	5	32
$250 TO $499 MILLION	5	$53,994	$43,152	$70,228	$52,729	1	46	15	5	44
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$79,360	$65,716	$102,887	$70,500	1	54	15	4	401
ALL BANKS	42	$49,189	$40,568	$63,337	$47,183	1	45	14	5	75

405 OPERATIONS OFFICER

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	12	$23,597	$17,780	$25,910	$24,444	1	41	16	5	13
$100 TO $249 MILLION	15	$24,100	$18,706	$30,387	$21,000	2	39	12	3	20
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	5	$47,924	$43,668	$67,402	$48,000	4	44	11	4	149
ALL BANKS	41	$28,336	$23,451	$37,096	$26,158	2	42	14	4	34

406 PERSONNEL OFFICER/DIRECTOR

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	7	$20,988	$18,257	$25,968	$20,000	1	35	7	2	2
$100 TO $249 MILLION	11	$29,229	$27,230	$43,806	$33,000	1	38	10	5	3
$250 TO $499 MILLION	6	$29,176	$26,278	$40,667	$27,800	1	41	3	2	3
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$67,267	$56,932	$89,058	$63,000	1	56	22	12	45
ALL BANKS	33	$36,094	$34,233	$53,496	$32,000 *	1	41	10	4	12

407 MARKETING OFFICER

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	7	$20,786	$18,186	$24,605	$19,100	1	41	8	2	6
$100 TO $249 MILLION	13	$29,375	$20,514	$34,509	$29,284	1	38	7	4	2
$250 TO $499 MILLION	6	$33,008	$25,671	$40,256	$35,850	1	46	10	7	2
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$56,957	$49,429	$76,[illegible]	$54,700	1	41	7	5	157
ALL BANKS	35	$33,716	$29,478	$46,355	$33,800	1	42	7	5	17

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GEOGRAPHIC REGION III RESULTS -- 1986

			MEAN SALARY RANGE			MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MINIMUM	MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
408 CONTROLLER										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$24,988	$23,500	$38,350	$24,500	1	34	4	3	6
$100 TO $249 MILLION	9	$34,856	$25,491	$42,090	$35,000	1	40	14	6	3
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$66,225	$51,637	$80,415	$60,500	1	37	6	2	29
ALL BANKS	31	$41,422	$35,961	$54,978	$35,500 *	1	39	10	6	11
409 GENERAL ACCOUNTING MANAGER										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$18,180	$11,500	$19,750	$17,000	1	43	13	3	3
$100 TO $249 MILLION	5	$23,580	$19,557	$30,510	$23,500	1	32	11	4	6
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	5	$37,250	$29,889	$46,684	$44,000	1	35	12	3	17
ALL BANKS	20	$27,195	$22,432	$35,290	$23,250	1	37	12	4	11
410 BRANCH ADMINISTRATION OFFICER										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	6	$33,481	$26,370	$43,470	$32,522	2	40	17	5	30
$250 TO $499 MILLION	5	$38,817	$30,012	$48,610	$34,500	1	43	15	3	43
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	5	$59,446	$50,956	$76,558	$61,000	1	47	16	7	143
ALL BANKS	26	$41,632	$35,127	$56,354	$36,375	1	41	13	4	73
411 BRANCH MANAGER (LARGE +31)										
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	8	$31,215	$28,067	$42,945	$31,879	5	43	14	4	13

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GEOGRAPHIC REGION III RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
412 BRANCH MANAGER (MEDIUM 10-30)										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	12	$27,061	$20,217	$33,088	$28,250	3	40	8	5	12
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$30,249	$27,138	$41,236	$31,053	16	41	13	4	10
ALL BANKS	30	$26,536	$22,000	$35,151	$26,500	6	41	10	4	12
413 BRANCH MANAGER (SMALL 10)										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	4	INSUFFICIENT DATA								
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	9	$17,244	$16,765	$25,519	$18,000	2	47	11	4	4
$100 TO $249 MILLION	17	$23,213	$18,671	$30,765	$24,001	4	40	11	3	8
$250 TO $499 MILLION	6	$21,234	$18,515	$29,090	$21,689	8	40	10	3	13
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$24,984	$22,046	$32,850	$26,054	31	39	11	5	6
ALL BANKS	50	$22,274	$19,160	$30,194	$22,844	7	41	9	3	7
414 DATA PROCESSING DIRECTOR										
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	8	$30,109	$24,133	$42,303	$28,250	1	36	11	4	10
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	18	$41,275	$37,715	$61,912	$37,877	1	39	13	5	42
415 COMPUTER CENTER MANAGER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	10	$36,386	$32,699	$48,283	$31,224 *	1	39	14	4	20

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GEOGRAPHIC REGION III RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
416 SYSTEMS & PROGRAMMING MANAGER										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	9	$41,114	$34,446	$56,841	$39,900	1	34	9	5	19
417 DP OPERATIONS SUPERVISOR										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$17,252 *	$11,500	$15,750	$17,000 *	2	40	16	9	4
$100 TO $249 MILLION	5	$20,607	$15,204	$25,444	$20,500	1	35	8	2	12
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	16	$24,769	$19,458	$30,206	$21,357	1	38	13	5	13
418 PURCHASING MANAGER										
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	8	$20,796	$15,231	$25,139	$22,950	1	52	12	4	4
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	7	$31,018	$25,391	$39,030	$29,000	1	37	9	3	11
ALL BANKS	25	$25,706	$19,954	$30,643	$24,820	1	47	12	4	9
419 COMMERCIAL CREDIT DEPT MANAGER										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	6	$26,588	$20,139	$29,307	$26,245	1	41	12	5	6
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	5	$68,430	$47,608	$78,489	$44,950 *	1	37	6	4	15
ALL BANKS	24	$35,859	$29,466	$45,993	$28,545 *	1	37	8	4	8

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GEOGRAPHIC REGION III RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
420 CONSUMER LOAN DEPT MANAGER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$26,539 *	$17,066	$22,162	$26,200 *	1	42	9	1	2
$100 TO $249 MILLION	8	$26,991	$18,470	$28,366	$25,683	1	44	15	8	7
$250 TO $499 MILLION	5	$34,193 *	$43,000	$79,000	$26,299 *	1	41	11	3	10
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	26	$34,145	$31,206	$44,329	$30,490 *	1	43	12	5	11
421 MORTGAGE LOAN DEPT MANAGER										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	5	$39,959	$34,938	$57,908	$38,599	1	42	14	4	6
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	18	$48,194	$41,141	$68,145	$37,000 *	1	43	14	5	12
422 COMMERCIAL LOAN DEPT MANAGER										
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	7	$45,274	$29,184	$51,033	$50,000	1	41	8	4	7
$250 TO $499 MILLION	5	$49,975	$36,766	$63,749	$47,999	1	38	11	5	13
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	23	$52,809	$44,584	$76,352	$50,000	1	40	8	5	15
423 SR TRUST OFFICER										
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	9	$45,300	$32,221	$52,711	$45,675	1	49	14	10	15
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	22	$59,482	$47,743	$79,188	$50,500	1	48	14	8	35

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GEOGRAPHIC REGION III RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
424 TRUST OPERATIONS MANAGER										
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	6	$29,159	$23,972	$39,322	$28,150	1	44	10	4	4
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	18	$35,172	$32,867	$53,430	$28,550 *	1	43	11	5	15
425 TELEPHONE SUPERVISOR										
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	2	INSUFFICIENT DATA								
426 COMPENSATION & BENEFITS MGR										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$41,743	$33,272	$51,831	$37,200	1	42	11	2	9
ALL BANKS	12	$35,361	$28,549	$44,082	$32,150	1	44	12	3	12
427 PAYROLL SUPERVISOR										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	5	$15,685	$12,335	$18,398	$15,481	1	43	9	5	2
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	5	$26,586	$22,529	$34,156	$28,000	1	40	4	5	4
ALL BANKS	16	$19,076	$17,073	$24,811	$18,599	1	40	10	5	6

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GEOGRAPHIC REGION III RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
428 INTERNAL AUDIT MANAGER										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$22,753 *	$24,750	$43,000	$24,000 *	2	51	6	1	1
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	5	$35,959	$33,000	$53,000	$35,595	1	43	6	6	3
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	19	$34,600 *	$36,353	$60,493	$29,500 *	1	45	9	4	9
429 SECURITY MANAGER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$37,303	$30,942	$47,746	$36,200	1	45	12	3	18
ALL BANKS	17	$28,925	$24,519	$37,725	$28,620	1	42	10	3	11
430 CONSUMER LOAN COLLECTION MGR										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	5	$23,850	$15,000	$26,880	$24,108	1	42	13	6	3
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$33,960	$28,624	$44,579	$32,007	2	40	13	3	19
ALL BANKS	24	$24,682	$21,417	$32,580	$24,108	1	38	9	4	9
431 TRAINING DIRECTOR										
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	5	$21,728	$16,191	$25,354	$21,500	1	33	7	2	3
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$36,780	$32,795	$51,110	$29,750 *	1	39	3	2	9
ALL BANKS	17	$27,137	$25,932	$39,835	$25,440 *	1	35	5	2	6

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION III RESULTS -- 1986

			MEAN SALARY RANGE			MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MINIMUM	MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
432 EMPLOYMENT MANAGEMENT										
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	7	$35,876	$31,084	$48,458	$31,650	1	43	5	2	11
ALL BANKS	9	$34,119	$29,738	$46,444	$31,650	1	41	6	2	9
433 SR BUSINESS DEVELOPMENT OFFICE										
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	5	$75,029	$58,724	$90,514	$40,000 *	1	48	9	5	64
ALL BANKS	8	$62,212	$54,203	$85,212	$38,750 *	1	47	8	4	43
434 SR INTERNATIONAL BANKING OFFIC										
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	5	$53,375	$49,768	$78,289	$42,660 *	1	37	9	5	25
435 SR INVESTMENT OFFICER										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	6	$35,906	$25,252	$40,433	$36,718	1	43	10	4	3
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$66,550	$52,650	$81,577	$67,600	1	44	5	4	38
ALL BANKS	18	$51,417	$39,463	$62,180	$47,000	1	41	7	4	15

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GEOGRAPHIC REGION III RESULTS -- 1986

436 SR CORRESPONDENT BANKING OFFIC	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	2	INSUFFICIENT DATA								

Region IV South-East

Florida
Georgia
North Carolina
South Carolina

GEOGRAPHIC REGION IV RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
101 FILE CLERK										
UNDER $20 MILLION	3	INSUFFICIENT DATA								
$20 TO $29 MILLION	5	$9,057			$8,500	2				
$30 TO $39 MILLION	6	$10,260	$8,733	$10,417	$10,600 *	3				
$40 TO $49 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	18	$9,732	$8,588	$12,390	$9,530	4				
$100 TO $249 MILLION	17	$9,709	$8,388	$11,103	$9,724	4				
$250 TO $499 MILLION	7	$9,189	$8,564	$12,002	$9,165	5				
$500 TO $999 MILLION	5	$10,450	$8,552	$12,462	$10,200	5				
$1 BILLION AND OVER	6	$9,652	$8,623	$12,845	$9,538	6				
ALL BANKS	71	$9,730	$8,515	$11,789	$9,649	4				
102 GENERAL CLERK										
UNDER $20 MILLION	3	INSUFFICIENT DATA								
$20 TO $29 MILLION	2	INSUFFICIENT DATA								
$30 TO $39 MILLION	11	$10,684	$9,231	$12,243	$11,367	2				
$40 TO $49 MILLION	5	$11,871 *	$8,910	$10,890	$10,183	3				
$50 TO $99 MILLION	19	$11,548	$9,305	$14,554	$11,585	5				
$100 TO $249 MILLION	17	$11,406	$9,241	$13,056	$11,400	12				
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	5	$11,689	$9,547	$15,402	$11,400	23				
$1 BILLION AND OVER	6	$11,974	$10,040	$15,020	$11,836	38				
ALL BANKS	72	$11,378	$9,429	$13,821	$11,392	11				
103 CLERK TYPIST										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	3	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	8	$10,946	$10,221	$15,392	$11,131	3				
$100 TO $249 MILLION	6	$10,555	$9,000	$12,312	$10,713	5				
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	5	$12,034	$10,325	$15,427	$12,100	10				
ALL BANKS	30	$11,294	$9,700	$13,895	$10,926	5				
104 DATA ENTRY OPERATOR										
UNDER $20 MILLION	3	INSUFFICIENT DATA								
$20 TO $29 MILLION	3	INSUFFICIENT DATA								
$30 TO $39 MILLION	4	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	15	$11,339	$9,371	$13,293	$10,854	2				
$100 TO $249 MILLION	13	$11,464	$9,655	$13,481	$11,440	3				
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	5	$11,088	$9,873	$14,242	$10,660	6				
$1 BILLION AND OVER	9	$11,780	$9,610	$14,482	$11,950	11				
ALL BANKS	58	$11,235	$9,488	$13,520	$11,132	4				

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GEOGRAPHIC REGION IV RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
105 MAIL CLERK										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$8,169	$8,100	$11,340	$8,270	1				
$100 TO $249 MILLION	13	$11,202	$8,942	$12,034	$10,920	1				
$250 TO $499 MILLION	7	$10,510	$8,608	$12,560	$10,219	3				
$500 TO $999 MILLION	6	$9,961	$8,229	$11,774	$10,235	3				
$1 BILLION AND OVER	8	$10,363	$8,462	$12,432	$9,937	5				
ALL BANKS	42	$10,238	$8,640	$12,195	$10,247	3				
106 ACCOUNTING CLERK - SR										
UNDER $20 MILLION	5	$11,510	$10,833	$14,907	$10,400 *	1				
$20 TO $29 MILLION	2	INSUFFICIENT DATA								
$30 TO $39 MILLION	9	$13,969	$13,670	$14,640	$14,250	1				
$40 TO $49 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	16	$15,015	$11,777	$16,115	$14,650	2				
$100 TO $249 MILLION	14	$14,822	$11,883	$16,425	$14,226	3				
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	6	$13,648	$11,030	$15,682	$13,070	3				
$1 BILLION AND OVER	8	$15,572	$12,315	$18,823	$15,179	6				
ALL BANKS	66	$14,429	$11,920	$16,463	$14,200	3				
107 ACCOUNTING CLERK										
UNDER $20 MILLION	6	$11,749	$9,292	$12,849	$13,200 *	1				
$20 TO $29 MILLION	3	INSUFFICIENT DATA								
$30 TO $39 MILLION	8	$10,255	$9,886	$12,751	$10,299	2				
$40 TO $49 MILLION	5	$10,506	$8,055	$10,845	$10,260	3				
$50 TO $99 MILLION	18	$12,077	$10,013	$14,928	$11,909	3				
$100 TO $249 MILLION	17	$12,010	$9,939	$13,478	$11,563	3				
$250 TO $499 MILLION	7	$12,450	$10,116	$14,882	$12,864	6				
$500 TO $999 MILLION	6	$11,925	$9,454	$14,040	$12,364	2				
$1 BILLION AND OVER	8	$11,824	$10,310	$15,742	$11,592	6				
ALL BANKS	78	$11,783	$9,886	$14,095	$11,647	3				
108 PROOF MACHINE OPERATOR										
UNDER $20 MILLION	6	$10,017	$9,301	$11,920	$9,794	1				
$20 TO $29 MILLION	7	$11,192	$9,700	$12,600	$11,500	1				
$30 TO $39 MILLION	11	$10,150	$9,120	$11,595	$10,000	2				
$40 TO $49 MILLION	8	$10,972	$9,465	$12,435	$10,846	1				
$50 TO $99 MILLION	25	$10,935	$9,184	$12,817	$10,920	2				
$100 TO $249 MILLION	19	$11,084	$9,326	$12,434	$11,067	3				
$250 TO $499 MILLION	8	$10,525	$9,003	$12,867	$10,902	7				
$500 TO $999 MILLION	6	$10,614	$9,056	$13,197	$10,694	6				
$1 BILLION AND OVER	8	$9,828	$8,556	$12,817	$9,540	30				
ALL BANKS	98	$10,707	$9,138	$12,584	$10,584	5				

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GEOGRAPHIC REGION IV RESULTS -- 1986

			MEAN SALARY RANGE			MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MINIMUM	MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
109 WORD PROCESSING OPERATOR										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	6	$13,904	$10,605	$15,138	$13,011	2				
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	5	$12,648	$11,440	$16,860	$12,360	7				
ALL BANKS	21	$13,170	$10,826	$16,402	$12,720	3				
110 BOOKKEEPING MACHINE OPERATOR										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	9	$11,996	$9,932	$13,437	$11,676	2				
111 MAINTENANCE SERVICE WORKER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	9	$12,595	$9,580	$13,206	$12,430	2				
$250 TO $499 MILLION	6	$12,558	$8,805	$13,410	$11,925	3				
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	5	$14,157	$11,964	$16,666	$13,299	6				
ALL BANKS	32	$12,094	$9,870	$13,753	$12,055	3				
112 CUSTODIAN										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	4	INSUFFICIENT DATA								
$30 TO $39 MILLION	3	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	9	$9,308	$7,513	$10,888	$8,840	2				
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	5	$9,139	$7,813	$11,066	$8,666	11				
ALL BANKS	33	$9,914	$7,999	$11,565	$9,387	3				

GEOGRAPHIC REGION IV RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
113 MESSENGER										
$30 TO $39 MILLION	3	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	15	$10,450	$8,538	$11,849	$10,245	1				
$100 TO $249 MILLION	14	$10,079	$8,591	$11,718	$9,917	2				
$250 TO $499 MILLION	5	$10,897	$8,550	$12,505	$10,900	3				
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	9	$10,647	$8,671	$12,786	$10,745	12				
ALL BANKS	51	$10,228	$8,423	$12,005	$10,382	4				
114 SECURITY GUARD										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	15	$11,879	$9,932	$13,910	$12,967	6				
201 SAFE DEPOSIT CLERK										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$30 TO $39 MILLION	5	$10,549	$8,817	$11,709	$10,572	1				
$40 TO $49 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	11	$11,578	$9,256	$13,307	$10,920	1				
$100 TO $249 MILLION	12	$12,021	$10,107	$13,891	$11,802	1				
$250 TO $499 MILLION	7	$11,456	$9,780	$14,304	$11,600	2				
$500 TO $999 MILLION	5	$10,361	$9,032	$13,125	$9,900	3				
$1 BILLION AND OVER	6	$12,684	$9,717	$14,685	$12,918	6				
ALL BANKS	52	$11,524	$9,515	$13,477	$11,537	2				
202 RECEPTIONIST										
UNDER $20 MILLION	3	INSUFFICIENT DATA								
$20 TO $29 MILLION	3	INSUFFICIENT DATA								
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	6	$11,323	$9,157	$12,955	$11,350	2				
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$10,960	$9,371	$13,201	$11,182	4				
ALL BANKS	31	$11,025	$9,369	$13,426	$11,000	2				

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GEOGRAPHIC REGION IV RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
203 NEW ACCOUNTS REPRESENTATIVE										
UNDER $20 MILLION	6	$12,972 *	$8,550	$12,335	$12,410 *	2				
$20 TO $29 MILLION	5	$12,085	$10,950	$14,250	$11,024	1				
$30 TO $39 MILLION	8	$12,301	$11,326	$13,375	$12,650	2				
$40 TO $49 MILLION	7	$12,744 *	$9,255	$12,045	$12,300 *	2				
$50 TO $99 MILLION	25	$11,980	$9,951	$14,675	$11,807	3				
$100 TO $249 MILLION	19	$12,633	$10,204	$14,417	$12,740	8				
$250 TO $499 MILLION	8	$13,113	$10,560	$15,690	$12,622	16				
$500 TO $999 MILLION	6	$12,354	$10,497	$16,016	$12,500	17				
$1 BILLION AND OVER	9	$13,136	$10,959	$16,990	$13,218	106				
ALL BANKS	93	$12,501	$10,359	$14,905	$12,297	16				
204 TELEPHONE OPERATOR										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	6	$8,651	$8,460	$10,020	$8,366 *	1				
$40 TO $49 MILLION	6	$10,539	$7,200	$10,800	$10,280	1				
$50 TO $99 MILLION	24	$9,879	$9,341	$13,138	$9,740	1				
$100 TO $249 MILLION	16	$11,595	$8,975	$11,749	$10,790	1				
$250 TO $499 MILLION	8	$11,681	$9,273	$13,307	$11,070	2				
$500 TO $999 MILLION	5	$10,478	$9,469	$13,344	$10,440	2				
$1 BILLION AND OVER	8	$11,902	$9,284	$13,880	$11,730	9				
ALL BANKS	74	$10,686	$9,153	$12,761	$10,550	2				
205 SECRETARY										
UNDER $20 MILLION	9	$11,786	$10,000	$13,520	$12,263	1				
$20 TO $29 MILLION	3	INSUFFICIENT DATA								
$30 TO $39 MILLION	5	$11,651	$9,330	$12,030	$12,282 *	3				
$40 TO $49 MILLION	6	$13,052	$12,100	$14,550	$13,600	2				
$50 TO $99 MILLION	18	$11,977	$10,907	$15,181	$12,000	4				
$100 TO $249 MILLION	15	$13,163	$10,474	$14,524	$12,807	5				
$250 TO $499 MILLION	8	$12,756	$10,650	$15,692	$12,469	8				
$500 TO $999 MILLION	6	$12,633	$10,983	$16,953	$12,349	15				
$1 BILLION AND OVER	9	$14,717	$11,998	$18,135	$15,372	61				
ALL BANKS	79	$12,707	$10,899	$15,565	$12,570	10				
206 EXECUTIVE SECRETARY										
UNDER $20 MILLION	6	$15,020	$12,227	$16,398	$16,258	1				
$20 TO $29 MILLION	3	INSUFFICIENT DATA								
$30 TO $39 MILLION	7	$14,926 *	$12,600	$14,400	$14,835 *	1				
$40 TO $49 MILLION	5	$17,660			$16,400	1				
$50 TO $99 MILLION	23	$15,528	$12,658	$18,335	$15,096	2				
$100 TO $249 MILLION	15	$17,499	$13,377	$18,446	$17,464	2				
$250 TO $499 MILLION	7	$17,208	$12,562	$19,312	$15,858	4				
$500 TO $999 MILLION	6	$17,081	$13,126	$19,970	$16,459	10				
$1 BILLION AND OVER	9	$20,394	$14,908	$22,666	$20,300	13				
ALL BANKS	81	$16,675	$13,272	$19,030	$16,000	4				

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GEOGRAPHIC REGION IV RESULTS -- 1986

						MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
207 LEGAL SECRETARY										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	12	$15,997	$13,019	$18,939	$15,350	2				
208 UNIVERSAL TELLER										
UNDER $20 MILLION	11	$10,141	$8,655	$13,047	$9,781	5				
$20 TO $29 MILLION	7	$10,460	$9,750	$12,500	$10,732	6				
$30 TO $39 MILLION	11	$10,312	$8,975	$12,046	$10,264	8				
$40 TO $49 MILLION	8	$11,178	$8,937	$12,530	$10,929	10				
$50 TO $99 MILLION	27	$10,543	$8,887	$13,999	$10,290	14				
$100 TO $249 MILLION	19	$10,636	$9,125	$13,147	$10,633	25				
$250 TO $499 MILLION	7	$10,199	$9,457	$13,590	$10,562	42				
$500 TO $999 MILLION	6	$10,919	$9,457	$13,982	$10,830	46				
$1 BILLION AND OVER	8	$10,829	$9,431	$14,361	$10,945	341				
ALL BANKS	104	$10,557	$9,126	$13,434	$10,503	43				
209 HEAD TELLER										
UNDER $20 MILLION	10	$12,749	$11,125	$13,675	$12,500	1				
$20 TO $29 MILLION	7	$13,627	$11,350	$14,560	$13,679	1				
$30 TO $39 MILLION	10	$12,815	$11,565	$14,623	$12,240	2				
$40 TO $49 MILLION	8	$14,226	$11,900	$15,900	$14,400	1				
$50 TO $99 MILLION	24	$13,617	$11,362	$16,935	$13,458	2				
$100 TO $249 MILLION	18	$13,431	$11,515	$16,222	$13,260	5				
$250 TO $499 MILLION	7	$13,611	$10,624	$16,776	$13,014	9				
$500 TO $999 MILLION	6	$13,626	$11,386	$17,418	$13,517	11				
$1 BILLION AND OVER	8	$13,946	$11,837	$18,255	$13,403	75				
ALL BANKS	98	$13,490	$11,428	$16,395	$13,203	10				
301 SR COMMERCIAL LOAN OFFICER										
$20 TO $29 MILLION	4	INSUFFICIENT DATA								
$30 TO $39 MILLION	4	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	18	$37,292	$31,852	$44,657	$37,310	1	44	8	5	7
$100 TO $249 MILLION	13	$46,705	$36,983	$51,550	$42,100	2	44	9	5	9
$250 TO $499 MILLION	8	$44,769	$28,426	$45,158	$42,225	2	41	9	7	8
$500 TO $999 MILLION	6	$48,556	$38,977	$78,797	$49,167	3	45	9	3	9
$1 BILLION AND OVER	9	$40,852	$32,500	$49,892	$42,458	16	42	9	3	3
ALL BANKS	64	$42,928	$35,228	$53,949	$42,100	4	43	9	5	7

GEOGRAPHIC REGION IV RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
302 COMMERCIAL LOAN OFFICER										
UNDER $20 MILLION	3	INSUFFICIENT DATA								
$20 TO $29 MILLION	2	INSUFFICIENT DATA								
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	12	$33,620 *	$31,800	$31,800	$30,600 *	2	40	9	6	2
$100 TO $249 MILLION	13	$29,235	$23,964	$33,142	$29,659	3	38	9	4	3
$250 TO $499 MILLION	8	$35,724 *	$22,185	$35,618	$32,075	4	37	7	3	2
$500 TO $999 MILLION	7	$29,823	$22,123	$37,643	$30,636	5	34	6	2	2
$1 BILLION AND OVER	9	$25,661	$21,445	$32,568	$24,882	16	33	5	2	1
ALL BANKS	59	$30,346	$23,249	$34,565	$29,600	5	37	8	4	3
303 SR CONSUMER LOAN OFFICER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	2	INSUFFICIENT DATA								
$30 TO $39 MILLION	5	$33,390 *	$30,000	$32,000	$30,000	1	34	10	4	6
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	9	$35,816	$28,483	$41,925	$33,396	1	45	11	6	4
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	5	$32,941	$27,026	$65,153	$31,500	4	48	12	8	10
$1 BILLION AND OVER	7	$24,694	$20,181	$33,585	$23,800	11	39	9	5	3
ALL BANKS	39	$31,541	$23,356	$41,524	$30,100	3	42	11	6	6
304 CONSUMER LOAN OFFICER										
UNDER $20 MILLION	5	$23,900 *	$19,000	$19,500	$20,000 *	1	36	3	2	2
$20 TO $29 MILLION	3	INSUFFICIENT DATA								
$30 TO $39 MILLION	6	$24,399	$25,000		$25,659	1	42	6	3	4
$40 TO $49 MILLION	5	$22,902			$22,800	2	42	13	9	5
$50 TO $99 MILLION	22	$23,023	$16,771	$25,578	$19,985	2	39	10	4	3
$100 TO $249 MILLION	12	$22,277	$18,068	$25,582	$22,663	3	40	10	7	3
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	5	$24,136	$17,306	$26,281	$24,675	7	41	6	3	3
$1 BILLION AND OVER	7	$18,202	$14,738	$23,203	$18,534	17	37	9	4	1
ALL BANKS	68	$22,595	$17,014	$24,927	$20,925	4	40	9	5	3
305 SR MORTGAGE LOAN OFFICER										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	5	$38,078	$31,784	$46,480	$39,300	2	43	5	3	3
ALL BANKS	20	$36,734	$31,839	$52,690	$37,150	2	43	6	4	4

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION IV RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
306 MORTGAGE LOAN OFFICER										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	7	$23,082	$19,000	$32,000	$24,500	1	41	5	2	1
$100 TO $249 MILLION	8	$24,948 *	$14,000	$20,000	$23,150 *	2	37	4	3	3
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	5	$24,914	$21,684	$33,156	$23,967	7	33	2	1	1
ALL BANKS	32	$23,229	$19,247	$28,403	$22,410	2	37	4	2	3
307 TRUST ACCOUNT ADMINISTRATOR										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$25,658	$21,342	$35,662	$22,106	8	37	8	4	2
ALL BANKS	17	$27,890	$21,990	$35,534	$23,511	4	39	11	5	6
308 CORPORATE TRUST OFFICER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$30,356	$24,810	$38,561	$31,300	5	42	10	5	3
ALL BANKS	17	$31,847	$24,701	$40,817	$31,000	3	44	13	5	2
309 PERSONAL TRUST OFFICER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	5	$37,610	$26,588	$40,129	$31,600	2	43	16	8	5
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$30,279	$22,183	$35,306	$30,442	5	38	5	2	
ALL BANKS	23	$30,406	$24,106	$36,652	$30,000	2	41	12	6	5

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION IV RESULTS -- 1986

			MEAN SALARY RANGE			MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MINIMUM	MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
310 STAFF ATTORNEY										
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	7	$50,675	$34,380	$56,861	$52,900	2	38	6	6	3
311 INTERNAL AUDITOR										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	7	$16,493 *	$12,340	$14,340	$16,384 *	1	29	5	2	2
$40 TO $49 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	16	$20,947	$15,964	$23,506	$18,598	1	36	8	4	2
$100 TO $249 MILLION	14	$26,189	$19,822	$27,453	$25,750	1	39	6	3	2
$250 TO $499 MILLION	5	$26,155	$19,330	$32,724	$23,825	2	40	12	8	3
$500 TO $999 MILLION	5	$34,320	$24,775	$43,892	$35,500	3	40	9	7	6
$1 BILLION AND OVER	8	$22,353	$19,235	$29,790	$20,052	8	30	4	3	74
ALL BANKS	61	$23,061	$18,956	$28,225	$20,621	2	37	8	4	9
312 LOAN REVIEW OFFICER										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	9	$22,477 *	$11,295	$16,797	$21,500 *	1	37	7	3	4
$100 TO $249 MILLION	10	$36,583	$35,280	$49,322	$39,000	1	37	5	2	2
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	6	$34,750	$23,282	$54,039	$30,750	1	35	7	3	2
$1 BILLION AND OVER	7	$33,485	$26,207	$40,699	$28,040	3	34	6	1	
ALL BANKS	42	$28,467	$24,483	$41,551	$25,545	2	37	6	3	3
313 BUSINESS DEVELOPMENT OFFICER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$26,435 *	$18,058	$22,949	$26,500 *	1	44	6	3	8
$100 TO $249 MILLION	6	$32,275 *	$23,683	$31,854	$31,875 *	1	52	10	4	1
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	5	$36,525	$29,028	$46,388	$33,900	4	41	8	7	
ALL BANKS	24	$32,693	$25,965	$38,644	$33,263	2	47	9	4	3

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GEOGRAPHIC REGION IV RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
314 SYSTEMS ANALYST										
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	5	$31,932	$24,901	$38,230	$33,280	2	36	3	2	1
$1 BILLION AND OVER	6	$29,237	$24,167	$35,679	$29,478	10	35	6	4	
ALL BANKS	17	$29,914	$24,468	$36,441	$30,156	5	36	5	4	2
315 SR COMPUTER PROGRAMMER										
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$29,452	$24,050	$35,683	$29,464	10	35	3	2	
ALL BANKS	17	$29,732	$24,692	$35,375	$29,600	5	37	4	4	3
316 COMPUTER PROGRAMMER										
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	7	$21,635	$18,860	$27,929	$21,250	8	29	4	2	
ALL BANKS	19	$21,754	$18,234	$26,202	$21,600	5	32	4	2	3
317 SR COMPUTER OPERATOR										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	7	$15,737	$13,497	$19,739	$16,200	1	31	5	3	3
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	8	$18,579	$16,601	$24,243	$18,486	5	32	5	4	6
ALL BANKS	29	$17,167	$14,484	$20,963	$17,000	2	33	5	3	3

GEOGRAPHIC REGION IV RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
318 COMPUTER OPERATOR										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	7	$13,109	$10,375	$15,816	$13,000	2	28	4	2	1
$100 TO $249 MILLION	8	$12,383	$11,063	$15,273	$10,929 *	3	29	3	2	1
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	7	$14,582	$12,556	$19,199	$14,640	7	30	4	2	
ALL BANKS	37	$13,114	$11,774	$16,980	$13,000	3	29	4	2	1
319 STAFF APPRAISER										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	5	$22,068	$17,835	$26,320	$24,900	1	45	5	4	
320 CONSUMER LOAN COLLECTOR										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	3	INSUFFICIENT DATA								
$30 TO $39 MILLION	4	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	10	$16,338	$11,613	$18,460	$15,468	1	35	3	4	1
$100 TO $249 MILLION	12	$16,672 *	$17,731	$23,296	$13,664 *	3	38	3	2	4
$250 TO $499 MILLION	6	$12,190 *	$12,303	$18,786	$14,149	4	31	4	3	
$500 TO $999 MILLION	6	$16,763	$13,024	$24,478	$14,755	7	37	6	3	38
$1 BILLION AND OVER	9	$14,707	$12,890	$19,338	$14,778	32	30	3	1	
ALL BANKS	52	$15,462	$13,533	$20,855	$14,754	8	34	4	3	10
321 PERSONNEL ASSISTANT										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	8	$15,483	$12,222	$18,762	$15,744	1	37	8	3	1
$100 TO $249 MILLION	10	$15,042	$13,084	$19,981	$14,790	1	35	5	3	1
$250 TO $499 MILLION	7	$16,751	$12,558	$19,385	$17,310	1	36	11	3	2
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	33	$16,139	$13,088	$19,461	$15,744	1	36	8	3	1

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GEOGRAPHIC REGION IV RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
322 EMPLOYMENT INTERVIEWER										
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	7	$21,402	$17,707	$26,785	$21,190	3	30	5	4	1
ALL BANKS	10	$19,353	$16,580	$25,195	$20,580	2	29	4	3	1
323 ASST BRANCH MANAGER(LARGE +31)										
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	3	INSUFFICIENT DATA								
324 ASST BRANCH MANAGER(MED 10-30)										
$50 TO $99 MILLION	5	$22,445	$19,000	$32,000	$20,225	2	38	10	5	11
$100 TO $249 MILLION	8	$18,512	$15,378	$20,905	$18,190	2	35	6	2	9
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	5	$23,471	$17,155	$31,622	$22,467	5	37	9	6	12
$1 BILLION AND OVER	5	$22,163	$19,764	$30,955	$23,093	16	39	10	3	14
ALL BANKS	27	$20,742	$17,545	$28,056	$20,300	5	37	8	4	11
325 ASST BRANCH MANAGER(SMALL 10)										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	11	$18,263	$15,980	$25,156	$18,400	2	41	12	4	5
$100 TO $249 MILLION	11	$17,516	$14,920	$21,030	$17,095	3	41	9	3	7
$250 TO $499 MILLION	5	$17,062	$15,965	$24,200	$18,033	4	36	8	2	5
$500 TO $999 MILLION	5	$24,076	$15,594	$29,238	$21,500	3	39	7	3	7
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	41	$18,453	$15,650	$25,222	$18,033	6	40	9	3	5

GEOGRAPHIC REGION IV RESULTS -- 1986

						MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
326 ACCOUNTANT										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	5	$20,889	$17,944	$24,066	$21,000	1	34	6	3	4
$250 TO $499 MILLION	5	$21,714	$16,552	$26,180	$21,000	1	41	8	4	5
$500 TO $999 MILLION	6	$27,269	$22,502	$49,941	$23,308	1	36	7	4	12
$1 BILLION AND OVER	6	$24,330	$20,494	$30,549	$23,282	6	31	6	2	1
ALL BANKS	28	$23,115	$19,162	$32,222	$21,500	2	34	6	3	6
327 OFFICER TRAINEE (B.A.)										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	8	$15,267	$12,956	$17,346	$14,850	2	26	2	1	
$250 TO $499 MILLION	5	$15,840	$14,095	$20,190	$16,000	4	23	1	1	
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	8	$17,805	$15,669	$22,888	$17,975	33	25	1	1	
ALL BANKS	28	$16,238	$14,388	$20,955	$16,122	12	26	1	1	
328 OFFICER TRAINEE (M.A.)										
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	6	$22,169	$18,428	$26,118	$22,927	4	26	1	1	
329 ADVERTISING OFFICER										
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	11	$27,903	$23,194	$35,177	$23,700	1	37	7	3	2

GEOGRAPHIC REGION IV RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN				
						NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
330 NEW ACCOUNTS OFFICER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	3	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	9	$17,695	$14,974	$20,486	$16,900	2	42	13	5	3
$100 TO $249 MILLION	5	$18,683	$13,800	$21,720	$19,389	4	43	13	6	3
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	28	$18,588	$15,586	$21,818	$18,032	3	43	13	5	3
401 CHIEF EXECUTIVE OFFICER										
UNDER $20 MILLION	12	$55,054 *	$35,121	$41,566	$47,250 *	1	50	9	9	18
$20 TO $29 MILLION	7	$58,199	$47,500	$75,000	$56,600	1	51	17	8	20
$30 TO $39 MILLION	11	$56,776 *	$53,192	$54,788	$60,000 *	1	48	11	8	23
$40 TO $49 MILLION	8	$64,991 *	$75,000	$75,000	$63,475 *	1	49	18	8	16
$50 TO $99 MILLION	27	$73,039	$52,471	$81,656	$70,000	1	47	11	6	38
$100 TO $249 MILLION	19	$93,886	$72,700	$109,100	$93,500	1	51	19	12	125
$250 TO $499 MILLION	7	$101,300 *	$70,000	$99,000	$90,000	1	54	21	9	137
$500 TO $999 MILLION	5	$136,685 *	$88,727	$133,090	$131,300	1	55	11	10	249
$1 BILLION AND OVER	9	$236,740	$183,395	$270,559	$223,000	1	57	20	8	3202
ALL BANKS	105	$90,396	$89,273	$130,866	$74,874 *	1	50	14	8	149
402 CHIEF ADMINISTRATIVE OFFICER										
UNDER $20 MILLION	3	INSUFFICIENT DATA								
$20 TO $29 MILLION	3	INSUFFICIENT DATA								
$30 TO $39 MILLION	4	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	11	$52,343	$39,150	$63,100	$49,842	1	47	12	6	29
$100 TO $249 MILLION	15	$60,464	$50,257	$79,021	$64,710	1	47	7	5	51
$250 TO $499 MILLION	6	$84,150	$57,100	$95,477	$72,500	1	51	16	7	108
$500 TO $999 MILLION	5	$87,028	$57,004	$123,006	$76,500	1	52	16	3	317
$1 BILLION AND OVER	7	$196,381	$138,278	$210,073	$181,000	1	50	23	6	4408
ALL BANKS	56	$76,168	$73,441	$117,117	$63,145 *	1	48	13	5	170
403 CHIEF FINANCIAL OFFICER										
UNDER $20 MILLION	3	INSUFFICIENT DATA								
$20 TO $29 MILLION	2	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	14	$39,655	$34,467	$53,842	$37,350	1	41	8	4	16
$100 TO $249 MILLION	6	$49,250	$44,070	$63,597	$47,500	1	39	8	6	21
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	7	$123,417	$89,890	$151,259	$102,000	1	43	8	2	238
ALL BANKS	38	$60,832 *	$61,390	$103,903	$45,572 *	1	42	7	4	31

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GEOGRAPHIC REGION IV RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
404 SR OPERATIONS OFFICER										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	3	INSUFFICIENT DATA								
$30 TO $39 MILLION	6	$32,575 *	$34,975	$31,950	$33,975 *	1	41	7	5	18
$40 TO $49 MILLION	5	$35,260 *	$37,500	$37,500	$36,000 *	1	45	9	6	24
$50 TO $99 MILLION	18	$36,304	$30,311	$45,540	$35,635	1	40	12	5	16
$100 TO $249 MILLION	14	$49,588	$41,270	$62,797	$48,025	1	45	10	7	38
$250 TO $499 MILLION	7	$47,564	$43,950	$78,499	$48,950	1	48	25	6	35
$500 TO $999 MILLION	6	$65,467	$53,139	$81,069	$63,100	1	46	11	5	91
$1 BILLION AND OVER	5	$67,380	$60,627	$84,229	$60,000 *	1	42	8	4	876
ALL BANKS	66	$44,610	$43,314	$64,169	$40,625 *	1	43	12	6	62
405 OPERATIONS OFFICER										
UNDER $20 MILLION	3	INSUFFICIENT DATA								
$20 TO $29 MILLION	3	INSUFFICIENT DATA								
$30 TO $39 MILLION	9	$19,242 *	$16,767	$18,600	$17,682	1	39	9	4	9
$40 TO $49 MILLION	8	$21,667	$15,050	$22,200	$20,350	2	40	12	3	9
$50 TO $99 MILLION	14	$24,896	$17,918	$27,151	$21,222	2	38	10	4	14
$100 TO $249 MILLION	14	$26,949	$24,148	$37,654	$25,500	1	39	11	4	19
$250 TO $499 MILLION	5	$26,361 *	$26,795	$48,250	$21,182 *	2	45	19	7	33
$500 TO $999 MILLION	6	$33,441	$24,192	$42,781	$33,520	4	40	12	3	52
$1 BILLION AND OVER	8	$43,416	$37,341	$58,025	$39,286	2	42	9	3	125
ALL BANKS	70	$26,861	$24,117	$36,581	$22,925 *	2	40	11	4	24
406 PERSONNEL OFFICER/DIRECTOR										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	16	$25,279	$23,246	$31,849	$22,918 *	1	41	11	4	6
$100 TO $249 MILLION	15	$26,850	$25,656	$38,307	$26,600	1	46	11	4	3
$250 TO $499 MILLION	8	$31,613	$29,320	$46,813	$32,250	1	40	9	4	6
$500 TO $999 MILLION	7	$41,071	$33,849	$58,599	$41,000	1	43	7	4	11
$1 BILLION AND OVER	9	$72,121	$54,391	$82,665	$66,000	1	47	15	13	38
ALL BANKS	59	$35,813	$35,395	$55,133	$29,283 *	1	44	11	5	8
407 MARKETING OFFICER										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	3	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	9	$25,325	$21,770	$33,312	$25,100	1	37	7	3	1
$100 TO $249 MILLION	11	$27,400	$19,985	$30,458	$28,000	1	38	7	3	1
$250 TO $499 MILLION	8	$29,538	$22,847	$36,401	$29,400	1	35	8	4	2
$500 TO $999 MILLION	6	$37,800	$28,563	$49,196	$36,500	1	39	8	4	11
$1 BILLION AND OVER	8	$60,324	$43,161	$62,321	$61,200	1	44	9	5	17
ALL BANKS	47	$33,317	$27,961	$42,920	$28,500	1	40	8	4	5

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GEOGRAPHIC REGION IV RESULTS -- 1986

			MEAN SALARY RANGE			MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MINIMUM	MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
408 CONTROLLER										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	3	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	8	$32,106	$26,294	$41,450	$32,000	1	35	6	3	6
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	8	$66,833	$57,416	$83,443	$60,750	1	41	9	5	55
ALL BANKS	30	$43,268	$41,719	$66,758	$40,325 *	1	39	9	5	13
409 GENERAL ACCOUNTING MANAGER										
UNDER $20 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$18,149	$15,412	$18,950	$17,400	1	44	17	5	6
$100 TO $249 MILLION	11	$23,377	$23,143	$34,399	$20,500 *	1	34	7	3	12
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	6	$31,193	$24,864	$36,921	$34,500	1	34	7	3	11
$1 BILLION AND OVER	9	$40,458	$34,818	$50,835	$40,620	1	37	9	2	10
ALL BANKS	38	$28,798	$26,681	$39,217	$26,950	1	37	10	4	8
410 BRANCH ADMINISTRATION OFFICER										
$50 TO $99 MILLION	6	$35,508	$26,406	$41,255	$33,250	1	36	5	2	13
$100 TO $249 MILLION	9	$32,478	$31,758	$44,576	$33,000	1	42	12	3	23
$250 TO $499 MILLION	6	$44,733	$40,000	$60,000	$47,000	1	42	18	2	23
$500 TO $999 MILLION	6	$42,517	$30,039	$47,021	$40,000	1	44	14	4	72
$1 BILLION AND OVER	6	$72,972	$57,360	$82,320	$81,750	2	52	17	3	238
ALL BANKS	33	$44,445	$39,067	$57,684	$37,833 *	1	43	13	3	54
411 BRANCH MANAGER (LARGE +31)										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	8	$46,947	$36,931	$57,592	$49,852	12	43	14	4	40
ALL BANKS	15	$42,345	$36,502	$61,405	$44,400	8	42	12	4	38

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GEOGRAPHIC REGION IV RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
412 BRANCH MANAGER (MEDIUM 10-30)										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	9	$33,785	$24,000	$44,000	$35,000	2	42	9	5	12
$100 TO $249 MILLION	11	$30,700	$21,304	$31,352	$27,250	1	44	11	3	11
$250 TO $499 MILLION	7	$27,827	$22,500	$34,550	$26,000	2	45	11	5	12
$500 TO $999 MILLION	7	$38,724	$28,465	$53,935	$35,693	6	43	11	5	17
$1 BILLION AND OVER	9	$34,214	$27,521	$43,182	$34,792	30	41	11	5	18
ALL BANKS	44	$32,592	$25,619	$42,142	$32,250	9	43	10	4	13
413 BRANCH MANAGER (SMALL 10)										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	5	$25,385 *	$25,171	$20,342	$21,000 *	1	43	6	3	5
$40 TO $49 MILLION	6	$19,583 *	$17,700	$17,700	$17,600 *	1	45	9	2	4
$50 TO $99 MILLION	21	$24,880	$18,680	$29,748	$23,550	2	42	12	4	7
$100 TO $249 MILLION	16	$24,513	$18,859	$27,895	$24,225	4	39	10	4	9
$250 TO $499 MILLION	8	$24,451	$21,113	$33,605	$24,192	6	41	11	3	12
$500 TO $999 MILLION	7	$31,227	$23,175	$44,960	$30,955	5	41	9	5	8
$1 BILLION AND OVER	9	$28,029	$21,598	$33,456	$28,272	26	39	11	4	8
ALL BANKS	75	$25,424	$20,442	$31,769	$24,947	6	41	10	4	8
414 DATA PROCESSING DIRECTOR										
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$71,070	$58,645	$81,812	$68,360	1	42	10	6	217
ALL BANKS	23	$48,067	$40,903	$65,629	$46,750	1	42	9	4	50
415 COMPUTER CENTER MANAGER										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	8	$42,048	$33,097	$48,484	$40,100	1	39	10	7	35
ALL BANKS	18	$35,994	$29,120	$44,483	$37,120	1	39	9	5	17

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GEOGRAPHIC REGION IV RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN				
						NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
416 SYSTEMS & PROGRAMMING MANAGER										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	8	$49,399	$40,087	$59,359	$46,750	1	41	11	8	70
ALL BANKS	17	$41,962	$35,300	$54,422	$43,378	1	39	8	5	28
417 DP OPERATIONS SUPERVISOR										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	7	$30,671	$27,306	$39,201	$29,244	2	37	9	3	12
ALL BANKS	21	$27,866	$23,264	$35,030	$28,500	1	37	6	3	9
418 PURCHASING MANAGER										
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	8	$19,179	$15,652	$23,852	$20,225	1	49	14	7	3
$250 TO $499 MILLION	5	$20,267	$15,205	$24,853	$21,750	1	51	12	6	6
$500 TO $999 MILLION	6	$23,560	$16,852	$26,393	$21,750	1	46	16	2	2
$1 BILLION AND OVER	8	$31,114	$23,690	$35,379	$26,000	1	46	17	6	3
ALL BANKS	33	$21,775	$18,532	$28,618	$20,500	1	49	14	5	4
419 COMMERCIAL CREDIT DEPT MANAGER										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	7	$26,786 *	$30,000	$35,250	$23,500 *	1	36	10	2	4
$250 TO $499 MILLION	6	$34,600	$23,748	$39,654	$36,500	1	46	9	4	6
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$57,743 *	$37,645	$56,416	$55,000	1	38	12	6	23
ALL BANKS	26	$36,181	$31,834	$50,602	$30,500 *	1	39	11	3	8

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GEOGRAPHIC REGION IV RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
420 CONSUMER LOAN DEPT MANAGER										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$30 TO $39 MILLION	5	$16,500 *	$16,000	$16,000	$16,100 *	1	38	7	2	3
$40 TO $49 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$22,381	$15,708	$24,276	$19,610	1	46	21	9	6
$100 TO $249 MILLION	9	$32,078 *	$21,656	$31,233	$28,500	1	39	13	4	11
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	5	$35,940	$28,051	$42,705	$37,200	1	50	11	2	52
$1 BILLION AND OVER	6	$53,317	$41,990	$58,335	$49,612	1	52	15	5	85
ALL BANKS	38	$31,288	$27,630	$39,844	$26,224 *	1	43	11	4	20
421 MORTGAGE LOAN DEPT MANAGER										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	5	$33,865 *	$22,000	$27,000	$36,000 *	1	39	4	2	3
$250 TO $499 MILLION	6	$39,467	$25,250	$41,250	$41,500 *	1	44	9	4	5
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	23	$43,502	$34,081	$53,045	$40,575	1	42	6	3	9
422 COMMERCIAL LOAN DEPT MANAGER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	10	$38,022	$27,310	$39,952	$38,750	1	41	8	2	7
$250 TO $499 MILLION	5	$56,880 *	$36,000	$54,000	$50,300	1	49	7	3	8
$500 TO $999 MILLION	5	$54,280	$40,162	$63,815	$54,000	1	49	13	7	18
$1 BILLION AND OVER	6	$61,134	$48,564	$72,809	$52,840	6	40	11	4	17
ALL BANKS	31	$48,526	$36,935	$56,906	$45,000	2	44	10	3	10
423 SR TRUST OFFICER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	7	$50,914	$42,700	$59,300	$52,475	1	46	8	5	6
$250 TO $499 MILLION	8	$57,063	$44,893	$73,798	$50,900	1	51	16	6	19
$500 TO $999 MILLION	5	$56,400	$40,446	$62,737	$57,500	1	44	6	2	23
$1 BILLION AND OVER	8	$82,720	$60,684	$93,722	$83,288	1	46	11	4	75
ALL BANKS	31	$60,444	$49,399	$76,706	$53,000	1	46	10	4	19

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GEOGRAPHIC REGION IV RESULTS -- 1986

			MEAN SALARY RANGE			MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MINIMUM	MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
424 TRUST OPERATIONS MANAGER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	7	$30,624	$26,062	$40,160	$30,500	1	42	12	6	10
$500 TO $999 MILLION	6	$33,252	$26,501	$40,283	$30,000	1	40	7	5	7
$1 BILLION AND OVER	7	$46,824	$35,201	$54,990	$46,846	1	42	11	2	45
ALL BANKS	27	$33,809	$27,836	$43,355	$31,250	1	41	9	4	11
425 TELEPHONE SUPERVISOR										
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	5	$31,551	$20,362	$32,308	$24,925	1	40	10	4	4
ALL BANKS	10	$22,374	$16,537	$25,979	$16,914	1	46	8	5	3
426 COMPENSATION & BENEFITS MGR										
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$45,941	$36,067	$56,746	$44,350	1	41	7	4	16
ALL BANKS	10	$39,399	$30,796	$48,184	$38,170	1	43	10	5	8
427 PAYROLL SUPERVISOR										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	6	$19,196	$15,103	$23,145	$18,600	1	40	11	4	3
$1 BILLION AND OVER	8	$22,335	$18,677	$27,063	$21,400	1	34	9	4	3
ALL BANKS	19	$20,303	$17,749	$26,254	$18,600	1	37	10	4	3

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GEOGRAPHIC REGION IV RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
428 INTERNAL AUDIT MANAGER										
$50 TO $99 MILLION	5	$28,090 *	$29,556	$44,334	$27,200 *	1	38	6	4	1
$100 TO $249 MILLION	5	$30,880	$19,596	$33,631	$30,500	1	35	5	5	2
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	8	$53,265	$42,340	$64,127	$46,500	1	34	7	3	11
ALL BANKS	25	$39,883	$34,526	$56,302	$35,500	1	38	7	4	4
429 SECURITY MANAGER										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	5	$28,400	$20,682	$31,771	$29,500	1	54	19	7	8
$500 TO $999 MILLION	5	$30,666	$20,354	$34,143	$32,000	1	54	11	7	4
$1 BILLION AND OVER	9	$41,222	$30,607	$45,851	$36,438	1	46	11	6	27
ALL BANKS	24	$33,576	$26,094	$39,524	$30,500	1	48	11	6	12
430 CONSUMER LOAN COLLECTION MGR										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$17,519	$14,553	$18,923	$18,000	1	40	7	5	2
$100 TO $249 MILLION	6	$22,475	$15,172	$23,929	$22,000	1	40	5	4	3
$250 TO $499 MILLION	5	$22,100	$17,650	$28,740	$22,600	1	39	10	4	6
$500 TO $999 MILLION	5	$20,480	$17,978	$27,309	$19,200	1	41	5	5	12
$1 BILLION AND OVER	6	$32,047	$26,533	$39,226	$32,050	4	41	11	6	27
ALL BANKS	29	$23,260	$19,589	$28,990	$21,400	2	40	7	4	9
431 TRAINING DIRECTOR										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	6	$27,855	$22,008	$32,340	$26,800	1	37	4	2	4
$1 BILLION AND OVER	5	$32,958	$28,539	$40,426	$30,192	1	35	7	3	11
ALL BANKS	18	$25,789	$23,214	$33,863	$26,200	1	37	7	3	7

GEOGRAPHIC REGION IV RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
432 EMPLOYMENT MANAGEMENT										
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	5	$38,958	$29,868	$48,589	$36,000	1	35	8	2	15
ALL BANKS	9	$35,532	$27,708	$43,418	$34,000	1	36	6	3	9
433 SR BUSINESS DEVELOPMENT OFFICE										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	5	$49,800	$40,333	$52,333	$44,000	2	44	9	5	1
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	14	$50,186	$38,945	$58,220	$47,600	1	49	11	4	3
434 SR INTERNATIONAL BANKING OFFIC										
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$67,692	$50,010	$77,024	$66,900	1	43	7	3	22
ALL BANKS	10	$54,873	$43,654	$71,767	$42,575 *	1	43	7	3	15
435 SR INVESTMENT OFFICER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	7	$79,242	$55,577	$84,141	$70,800	1	42	11	5	27
ALL BANKS	17	$61,239	$46,252	$71,811	$55,800	1	46	13	7	8

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GEOGRAPHIC REGION IV RESULTS -- 1986

436 SR CORRESPONDENT BANKING OFFIC	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	5	$64,000	$48,895	$79,622	$71,000	1	42	10	3	22
ALL BANKS	9	$53,444	$45,316	$73,498	$46,300	1	41	12	4	7

Region V East-North Central

Illinois
Indiana
Michigan
Ohio
Wisconsin

GEOGRAPHIC REGION V   RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
101 FILE CLERK										
UNDER $20 MILLION	6	$8,709 *	$9,631	$12,501	$8,199 *	2				
$20 TO $29 MILLION	10	$8,615	$7,503	$11,320	$8,800	1				
$30 TO $39 MILLION	4	INSUFFICIENT DATA								
$40 TO $49 MILLION	6	$8,306	$7,860	$9,790	$8,060	3				
$50 TO $99 MILLION	65	$8,939	$8,156	$11,053	$8,872	3				
$100 TO $249 MILLION	85	$9,870	$8,503	$12,047	$9,953	4				
$250 TO $499 MILLION	34	$9,608	$8,155	$11,920	$9,452	9				
$500 TO $999 MILLION	5	$10,539	$8,807	$12,247	$10,056	3				
$1 BILLION AND OVER	11	$10,366	$9,431	$13,085	$10,641	14				
ALL BANKS	226	$9,469	$8,387	$11,823	$9,505	5				
102 GENERAL CLERK										
UNDER $20 MILLION	8	$9,770	$8,209	$10,635	$9,253	4				
$20 TO $29 MILLION	5	$10,181 *	$7,771	$10,049	$11,500 *	2				
$30 TO $39 MILLION	8	$11,065	$8,451	$11,232	$10,430	3				
$40 TO $49 MILLION	14	$12,276	$10,078	$12,891	$11,261	2				
$50 TO $99 MILLION	70	$10,758	$9,140	$12,777	$10,825	4				
$100 TO $249 MILLION	99	$11,247	$9,104	$13,783	$11,246	7				
$250 TO $499 MILLION	38	$11,197	$8,959	$13,661	$10,981	15				
$500 TO $999 MILLION	8	$10,334	$9,106	$12,977	$10,302	24				
$1 BILLION AND OVER	9	$11,894	$10,214	$14,344	$12,019	55				
ALL BANKS	259	$11,086	$9,122	$13,346	$10,978	9				
103 CLERK TYPIST										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	2	INSUFFICIENT DATA								
$30 TO $39 MILLION	6	$10,826	$9,416	$13,810	$10,652	1				
$40 TO $49 MILLION	7	$9,996	$9,110	$12,889	$9,753	1				
$50 TO $99 MILLION	48	$11,296	$9,538	$13,139	$11,116	2				
$100 TO $249 MILLION	56	$11,037	$9,611	$13,560	$10,868	2				
$250 TO $499 MILLION	28	$11,396	$9,148	$13,765	$11,619	6				
$500 TO $999 MILLION	5	$11,077	$10,288	$14,157	$10,950	12				
$1 BILLION AND OVER	9	$12,266	$10,195	$14,689	$11,508	12				
ALL BANKS	163	$11,185	$9,553	$13,605	$10,950	4				
104 DATA ENTRY OPERATOR										
UNDER $20 MILLION	5	$10,771	$10,076	$13,384	$10,800	1				
$20 TO $29 MILLION	10	$10,296	$9,975	$13,001	$10,250	3				
$30 TO $39 MILLION	5	$7,300 *	$5,641	$3,094	$8,200 *	2				
$40 TO $49 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	49	$11,611	$9,525	$13,431	$11,165	2				
$100 TO $249 MILLION	76	$11,344	$9,418	$13,581	$11,398	2				
$250 TO $499 MILLION	33	$11,356	$9,365	$14,297	$11,303	4				
$500 TO $999 MILLION	9	$11,500	$9,771	$14,210	$11,224	3				
$1 BILLION AND OVER	12	$12,955	$10,906	$15,651	$12,736	16				
ALL BANKS	202	$11,359	$9,546	$13,830	$11,320	3				

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GEOGRAPHIC REGION V RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
105 MAIL CLERK										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	20	$9,188	$8,483	$13,595	$8,592	1				
$100 TO $249 MILLION	55	$10,348	$8,659	$12,338	$10,390	1				
$250 TO $499 MILLION	39	$9,952	$8,343	$12,240	$9,919	2				
$500 TO $999 MILLION	8	$9,545	$8,645	$12,706	$9,303	2				
$1 BILLION AND OVER	12	$10,474	$9,247	$12,848	$10,648	7				
ALL BANKS	137	$9,948	$8,629	$12,494	$9,943	2				
106 ACCOUNTING CLERK - SR										
UNDER $20 MILLION	5	$14,349	$13,420	$19,425	$15,800	1				
$20 TO $29 MILLION	12	$14,050 *	$9,864	$12,934	$13,625 *	1				
$30 TO $39 MILLION	7	$16,103	$14,340	$20,680	$16,670	1				
$40 TO $49 MILLION	9	$15,161	$12,540	$15,167	$16,120 *	1				
$50 TO $99 MILLION	69	$14,245	$11,828	$16,164	$13,600	2				
$100 TO $249 MILLION	71	$15,599	$12,057	$17,546	$15,110	1				
$250 TO $499 MILLION	30	$15,233	$11,604	$17,875	$15,087	3				
$500 TO $999 MILLION	6	$15,102	$13,307	$18,936	$15,048	2				
$1 BILLION AND OVER	8	$16,305	$13,008	$18,715	$16,122	4				
ALL BANKS	217	$15,011	$12,006	$17,269	$14,530	2				
107 ACCOUNTING CLERK										
UNDER $20 MILLION	9	$10,736	$10,045	$14,419	$10,700	1				
$20 TO $29 MILLION	13	$10,612	$9,633	$12,589	$10,650	2				
$30 TO $39 MILLION	13	$11,430	$9,034	$12,271	$11,720	2				
$40 TO $49 MILLION	18	$11,788	$9,669	$13,236	$11,256	2				
$50 TO $99 MILLION	86	$11,759	$9,660	$13,515	$11,326	2				
$100 TO $249 MILLION	103	$12,605	$9,918	$14,919	$12,500	3				
$250 TO $499 MILLION	43	$12,559	$10,004	$14,963	$12,650	4				
$500 TO $999 MILLION	10	$12,575	$10,708	$15,431	$12,851	4				
$1 BILLION AND OVER	11	$13,959	$11,622	$17,297	$14,040	13				
ALL BANKS	306	$12,171	$9,955	$14,539	$12,014	3				
108 PROOF MACHINE OPERATOR										
UNDER $20 MILLION	17	$9,272	$8,756	$11,353	$9,900	1				
$20 TO $29 MILLION	25	$10,367 *	$8,333	$10,035	$10,400 *	1				
$30 TO $39 MILLION	13	$10,117	$8,957	$11,475	$10,270	1				
$40 TO $49 MILLION	18	$10,466	$8,631	$11,701	$10,350	2				
$50 TO $99 MILLION	112	$10,589	$9,012	$12,482	$10,550	2				
$100 TO $249 MILLION	117	$10,485	$8,970	$13,166	$10,300	3				
$250 TO $499 MILLION	43	$10,190	$8,973	$13,404	$9,988	6				
$500 TO $999 MILLION	10	$10,435	$8,972	$12,918	$10,304	6				
$1 BILLION AND OVER	12	$11,153	$9,792	$13,918	$11,176	13				
ALL BANKS	367	$10,424	$8,987	$12,830	$10,336	3				

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GEOGRAPHIC REGION V   RESULTS -- 1986

						MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
109 WORD PROCESSING OPERATOR										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	14	$12,501	$11,750	$14,880	$11,880	1				
$100 TO $249 MILLION	31	$12,545	$10,390	$15,048	$12,480	2				
$250 TO $499 MILLION	22	$12,464	$10,357	$15,608	$12,326	2				
$500 TO $999 MILLION	6	$13,382	$10,956	$17,190	$12,611	3				
$1 BILLION AND OVER	8	$13,379	$11,384	$16,411	$13,030	12				
ALL BANKS	86	$12,573	$10,515	$15,222	$12,365	3				
110 BOOKKEEPING MACHINE OPERATOR										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	2	INSUFFICIENT DATA								
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	11	$11,497	$9,673	$14,748	$11,100	2				
$100 TO $249 MILLION	11	$12,093	$8,996	$13,346	$12,000	3				
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
ALL BANKS	34	$11,696	$9,450	$14,626	$11,747	3				
111 MAINTENANCE SERVICE WORKER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	33	$12,545	$9,987	$13,403	$12,428	1				
$100 TO $249 MILLION	73	$14,071	$11,148	$16,104	$13,896	2				
$250 TO $499 MILLION	35	$14,630	$10,859	$16,215	$13,114	2				
$500 TO $999 MILLION	7	$12,576	$9,436	$14,662	$11,938	3				
$1 BILLION AND OVER	8	$13,260	$10,773	$15,154	$12,770	5				
ALL BANKS	161	$13,672	$10,798	$15,659	$13,104	2				
112 CUSTODIAN										
UNDER $20 MILLION	9	$8,219 *	$8,320	$10,400	$9,300	2				
$20 TO $29 MILLION	10	$8,415 *	$5,927	$7,120	$8,960 *	1				
$30 TO $39 MILLION	7	$8,870	$6,865	$9,839	$8,600	1				
$40 TO $49 MILLION	11	$11,564	$10,741	$12,528	$11,379	2				
$50 TO $99 MILLION	52	$11,548	$9,868	$13,112	$11,400	2				
$100 TO $249 MILLION	55	$11,523	$8,539	$12,839	$10,670	3				
$250 TO $499 MILLION	25	$10,980	$8,697	$12,522	$10,620	4				
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	5	$9,597	$8,270	$11,264	$9,211	3				
ALL BANKS	178	$10,922	$8,705	$12,367	$10,427	3				

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GEOGRAPHIC REGION V   RESULTS -- 1986

			MEAN SALARY RANGE			MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MINIMUM	MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
113 MESSENGER										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	3	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	36	$9,801	$8,632	$11,036	$9,151	1				
$100 TO $249 MILLION	65	$10,065	$8,512	$12,005	$9,879	2				
$250 TO $499 MILLION	35	$10,152	$8,323	$12,362	$10,125	4				
$500 TO $999 MILLION	7	$10,244	$8,807	$13,296	$10,244	3				
$1 BILLION AND OVER	9	$11,092	$9,534	$13,093	$11,608	7				
ALL BANKS	160	$10,177	$8,611	$12,180	$9,890	3				
114 SECURITY GUARD										
$20 TO $29 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	10	$10,993	$9,910	$13,909	$9,829 *	3				
$100 TO $249 MILLION	32	$14,105	$10,489	$15,026	$13,846	3				
$250 TO $499 MILLION	13	$13,366	$9,849	$14,421	$12,925	5				
$500 TO $999 MILLION	5	$12,791	$10,067	$15,934	$12,408	4				
$1 BILLION AND OVER	9	$13,801	$11,189	$15,190	$12,813	12				
ALL BANKS	71	$13,472	$10,490	$15,104	$12,963	5				
201 SAFE DEPOSIT CLERK										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	6	$10,888			$10,697	1				
$30 TO $39 MILLION	4	INSUFFICIENT DATA								
$40 TO $49 MILLION	8	$11,456	$9,424	$11,998	$11,688	1				
$50 TO $99 MILLION	58	$11,413	$9,523	$12,942	$11,216	1				
$100 TO $249 MILLION	97	$11,797	$9,656	$13,874	$11,650	1				
$250 TO $499 MILLION	41	$11,907	$9,351	$13,656	$11,930	2				
$500 TO $999 MILLION	10	$12,255	$9,879	$14,152	$12,205	3				
$1 BILLION AND OVER	9	$12,802	$10,132	$14,477	$12,730	7				
ALL BANKS	235	$11,727	$9,595	$13,631	$11,544	2				
202 RECEPTIONIST										
UNDER $20 MILLION	7	$10,434	$9,129	$12,093	$10,100	1				
$20 TO $29 MILLION	10	$11,072	$9,914	$12,635	$10,096	1				
$30 TO $39 MILLION	6	$10,901	$9,552	$12,589	$10,803	1				
$40 TO $49 MILLION	14	$10,817	$9,865	$12,872	$10,963	1				
$50 TO $99 MILLION	64	$10,434	$9,063	$12,279	$10,706	1				
$100 TO $249 MILLION	63	$10,605	$9,329	$13,151	$10,500	2				
$250 TO $499 MILLION	27	$11,657	$9,570	$14,251	$11,844	2				
$500 TO $999 MILLION	9	$12,299	$9,839	$14,216	$11,442	2				
$1 BILLION AND OVER	9	$12,337	$10,141	$14,475	$12,093	6				
ALL BANKS	209	$10,876	$9,445	$13,240	$10,833	2				

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GEOGRAPHIC REGION V RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
203 NEW ACCOUNTS REPRESENTATIVE										
UNDER $20 MILLION	8	$11,217	$10,343	$14,115	$10,554	2				
$20 TO $29 MILLION	15	$12,055	$9,274	$12,693	$11,150	2				
$30 TO $39 MILLION	13	$11,746	$9,961	$14,011	$11,656	2				
$40 TO $49 MILLION	18	$14,331	$11,583	$14,821	$13,450	2				
$50 TO $99 MILLION	104	$12,371	$10,531	$14,467	$11,923	3				
$100 TO $249 MILLION	113	$13,075	$10,730	$16,049	$12,915	3				
$250 TO $499 MILLION	43	$13,415	$11,024	$17,163	$13,540	7				
$500 TO $999 MILLION	9	$14,791	$11,844	$17,460	$15,120	17				
$1 BILLION AND OVER	11	$15,594	$13,034	$19,111	$14,982	23				
ALL BANKS	334	$12,946	$10,848	$15,797	$12,600	4				
204 TELEPHONE OPERATOR										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	5	$10,008	$9,553	$10,989	$8,900 *	1				
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	5	$9,019	$8,160	$11,410	$9,360	1				
$50 TO $99 MILLION	70	$10,237	$8,723	$11,810	$9,988	1				
$100 TO $249 MILLION	100	$10,839	$9,010	$12,727	$10,647	1				
$250 TO $499 MILLION	41	$11,108	$9,127	$13,476	$10,884	1				
$500 TO $999 MILLION	9	$11,303	$9,840	$14,407	$11,000	1				
$1 BILLION AND OVER	10	$12,319	$10,245	$14,392	$12,584	3				
ALL BANKS	244	$10,733	$9,079	$12,836	$10,605	1				
205 SECRETARY										
UNDER $20 MILLION	10	$11,954	$10,758	$14,773	$11,526	2				
$20 TO $29 MILLION	20	$11,574 *	$8,995	$11,486	$10,650	3				
$30 TO $39 MILLION	10	$11,011	$9,294	$12,590	$11,180	2				
$40 TO $49 MILLION	16	$12,094	$10,683	$14,494	$11,764	2				
$50 TO $99 MILLION	92	$12,488	$10,501	$14,432	$12,345	2				
$100 TO $249 MILLION	103	$14,133	$10,603	$15,525	$13,146	4				
$250 TO $499 MILLION	42	$13,282	$10,371	$16,331	$12,792	7				
$500 TO $999 MILLION	9	$13,768	$11,255	$16,185	$13,352	8				
$1 BILLION AND OVER	12	$14,180	$12,280	$17,956	$14,506	28				
ALL BANKS	314	$13,093	$10,571	$15,346	$12,555	5				
206 EXECUTIVE SECRETARY										
UNDER $20 MILLION	7	$14,441	$12,941	$17,562	$14,250	1				
$20 TO $29 MILLION	11	$15,460	$13,111	$17,595	$14,400	2				
$30 TO $39 MILLION	5	$14,561 *	$9,168	$14,164	$13,575	1				
$40 TO $49 MILLION	17	$15,082	$13,031	$16,917	$15,000	1				
$50 TO $99 MILLION	87	$15,722	$12,091	$17,139	$15,350	1				
$100 TO $249 MILLION	106	$17,344	$13,325	$19,159	$17,550	2				
$250 TO $499 MILLION	42	$17,989	$13,254	$20,644	$16,609	2				
$500 TO $999 MILLION	10	$17,717	$13,714	$19,799	$17,655	4				
$1 BILLION AND OVER	12	$19,080	$15,564	$22,942	$19,259	14				
ALL BANKS	297	$16,728	$13,121	$19,091	$16,408	2				

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GEOGRAPHIC REGION V   RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
207 LEGAL SECRETARY										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	10	$12,671	$11,282	$14,917	$12,238	3				
$100 TO $249 MILLION	20	$14,417	$11,856	$16,412	$14,400	2				
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	8	$17,546	$14,227	$20,939	$16,772	3				
ALL BANKS	51	$14,709	$12,245	$17,032	$14,039	3				
208 UNIVERSAL TELLER										
UNDER $20 MILLION	19	$10,160	$8,515	$12,272	$9,381	8				
$20 TO $29 MILLION	27	$9,778	$7,953	$10,168	$9,858	6				
$30 TO $39 MILLION	19	$10,175	$9,049	$12,963	$10,307	9				
$40 TO $49 MILLION	27	$17,104 *	$8,522	$12,207	$9,980	9				
$50 TO $99 MILLION	120	$10,334	$8,685	$13,205	$10,222	14				
$100 TO $249 MILLION	121	$10,440	$9,013	$14,097	$10,498	24				
$250 TO $499 MILLION	47	$11,130	$9,574	$14,821	$11,000	46				
$500 TO $999 MILLION	8	$11,042	$9,732	$14,411	$11,362	51				
$1 BILLION AND OVER	12	$12,039	$10,818	$15,864	$11,394	115				
ALL BANKS	400	$10,934	$9,027	$13,725	$10,354	23				
209 HEAD TELLER										
UNDER $20 MILLION	18	$12,121	$11,083	$14,851	$11,933	1				
$20 TO $29 MILLION	21	$12,227 *	$8,778	$10,984	$12,311 *	1				
$30 TO $39 MILLION	12	$12,683	$11,156	$15,146	$12,402	1				
$40 TO $49 MILLION	25	$14,054	$11,408	$14,655	$13,601	1				
$50 TO $99 MILLION	107	$13,993	$11,802	$15,714	$13,843	2				
$100 TO $249 MILLION	112	$14,414	$11,728	$17,226	$13,746	3				
$250 TO $499 MILLION	39	$14,410	$11,717	$17,829	$13,912	7				
$500 TO $999 MILLION	7	$15,580	$12,910	$18,721	$15,058	10				
$1 BILLION AND OVER	11	$15,716	$13,504	$19,603	$15,844	18				
ALL BANKS	352	$14,017	$11,745	$16,704	$13,680	3				
301 SR COMMERCIAL LOAN OFFICER										
UNDER $20 MILLION	9	$30,111 *	$20,000	$27,000	$32,000 *	1	41	9	5	4
$20 TO $29 MILLION	10	$35,856 *	$20,805	$29,105	$36,750 *	1	43	9	6	6
$30 TO $39 MILLION	7	$34,429	$29,747	$42,647	$35,000	1	39	7	3	6
$40 TO $49 MILLION	18	$39,343	$31,763	$44,500	$38,250	1	41	12	5	4
$50 TO $99 MILLION	80	$38,070	$29,822	$43,614	$38,382	1	43	10	5	8
$100 TO $249 MILLION	89	$44,567	$32,588	$50,105	$42,100	1	42	10	5	13
$250 TO $499 MILLION	40	$44,263	$32,583	$54,370	$42,389	2	43	11	4	10
$500 TO $999 MILLION	9	$54,314 *	$33,802	$52,440	$47,000	2	42	17	5	15
$1 BILLION AND OVER	11	$42,396	$35,881	$54,841	$39,786	4	38	9	3	12
ALL BANKS	273	$41,441	$31,932	$49,351	$39,925	1	42	11	5	9

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GEOGRAPHIC REGION V   RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
302 COMMERCIAL LOAN OFFICER										
UNDER $20 MILLION	6	$22,290 *	$27,519	$32,405	$26,750 *	1	29	8	4	3
$20 TO $29 MILLION	3	INSUFFICIENT DATA								
$30 TO $39 MILLION	5	$22,029	$16,817	$24,917	$22,500	1	30	4	4	3
$40 TO $49 MILLION	12	$29,566	$24,433	$34,567	$30,250	1	37	4	3	1
$50 TO $99 MILLION	75	$27,560	$21,814	$30,869	$27,000	1	37	7	4	3
$100 TO $249 MILLION	95	$29,329	$22,107	$35,271	$28,738	2	37	8	4	3
$250 TO $499 MILLION	43	$31,926	$22,879	$39,440	$29,200	2	36	8	4	3
$500 TO $999 MILLION	7	$37,025	$28,830	$45,239	$35,200	4	36	9	5	1
$1 BILLION AND OVER	11	$29,237	$25,491	$38,740	$25,163 *	6	35	8	4	10
ALL BANKS	257	$29,118	$22,850	$35,837	$28,589	2	36	7	4	3
303 SR CONSUMER LOAN OFFICER										
UNDER $20 MILLION	3	INSUFFICIENT DATA								
$20 TO $29 MILLION	5	$29,545 *	$31,898	$31,898	$27,000 *	1	38	10	5	6
$30 TO $39 MILLION	5	$29,310			$31,000	1	41	8	4	11
$40 TO $49 MILLION	12	$29,021	$22,050	$30,175	$28,650	2	37	6	5	4
$50 TO $99 MILLION	45	$30,021	$24,074	$36,658	$28,600	1	42	11	5	4
$100 TO $249 MILLION	62	$32,260	$26,806	$40,242	$30,100	1	44	11	5	6
$250 TO $499 MILLION	27	$31,697	$23,582	$39,935	$32,000	1	43	12	5	9
$500 TO $999 MILLION	7	$34,629	$28,071	$43,988	$30,300	1	40	10	4	16
$1 BILLION AND OVER	9	$39,876	$35,041	$53,581	$33,000 *	2	48	14	3	38
ALL BANKS	175	$31,497	$26,057	$40,280	$29,950	1	42	11	5	7
304 CONSUMER LOAN OFFICER										
UNDER $20 MILLION	10	$19,597	$17,358	$23,652	$19,500	1	33	7	4	6
$20 TO $29 MILLION	11	$21,302 *	$10,000	$15,000	$17,500 *	1	29	6	3	3
$30 TO $39 MILLION	10	$19,078	$18,273	$26,333	$18,010 *	1	30	6	3	6
$40 TO $49 MILLION	18	$19,461 *	$11,871	$17,470	$19,500 *	2	34	8	4	3
$50 TO $99 MILLION	92	$20,911	$17,000	$26,289	$19,958	1	37	9	4	4
$100 TO $249 MILLION	94	$21,783	$17,645	$27,412	$21,500	2	40	11	5	3
$250 TO $499 MILLION	41	$23,411	$17,837	$29,574	$22,500	2	41	10	4	5
$500 TO $999 MILLION	9	$29,192	$24,215	$37,508	$28,300	2	38	13	4	5
$1 BILLION AND OVER	8	$28,745	$26,022	$39,389	$27,593	2	41	12	3	35
ALL BANKS	293	$21,827	$18,126	$28,404	$21,002	2	38	9	4	5
305 SR MORTGAGE LOAN OFFICER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	8	$25,334	$21,600	$30,150	$25,968	1	44	10	4	3
$50 TO $99 MILLION	32	$31,224	$28,249	$40,353	$30,107	1	42	11	5	6
$100 TO $249 MILLION	42	$34,289	$27,636	$40,930	$34,550	1	46	12	6	3
$250 TO $499 MILLION	20	$37,805	$28,634	$50,403	$36,400	1	45	18	8	5
$500 TO $999 MILLION	7	$50,329 *	$27,325	$43,350	$45,400 *	1	46	13	5	6
$1 BILLION AND OVER	7	$41,311	$34,434	$52,464	$36,004	1	39	11	4	16
ALL BANKS	119	$34,670	$28,159	$43,104	$33,250	1	44	12	6	5

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GEOGRAPHIC REGION V   RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
306 MORTGAGE LOAN OFFICER										
UNDER $20 MILLION	7	$18,251 *	$20,382	$30,727	$18,200 *	1	37	6	3	2
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	4	INSUFFICIENT DATA								
$40 TO $49 MILLION	5	$18,847	$14,400		$16,000	1	32	7	3	2
$50 TO $99 MILLION	53	$22,602	$19,472	$26,898	$22,000	1	39	10	4	2
$100 TO $249 MILLION	65	$25,695	$19,773	$30,508	$24,650	1	38	11	4	2
$250 TO $499 MILLION	24	$26,792	$18,529	$30,963	$24,430	2	39	10	3	3
$500 TO $999 MILLION	10	$28,123	$22,355	$34,554	$25,000	1	36	9	4	4
$1 BILLION AND OVER	9	$23,241	$20,854	$31,940	$23,700	2	35	8	4	2
ALL BANKS	178	$24,287	$19,841	$30,595	$23,556	1	38	10	4	3
307 TRUST ACCOUNT ADMINISTRATOR										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	16	$23,099 *	$23,978	$29,978	$19,034 *	1	41	13	7	2
$100 TO $249 MILLION	42	$26,466	$20,552	$30,941	$25,016	1	41	12	8	5
$250 TO $499 MILLION	24	$31,703	$23,395	$37,768	$33,500	1	43	10	5	4
$500 TO $999 MILLION	8	$40,423	$27,914	$42,155	$38,250	2	45	13	7	3
$1 BILLION AND OVER	10	$35,768	$31,783	$47,629	$32,440	3	45	15	6	6
ALL BANKS	103	$28,949	$24,204	$37,129	$25,850	1	42	12	7	4
308 CORPORATE TRUST OFFICER										
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	16	$32,257	$29,064	$40,465	$33,250	1	41	11	7	2
$250 TO $499 MILLION	22	$36,837	$23,355	$39,533	$37,000	1	44	13	6	4
$500 TO $999 MILLION	6	$40,017 *	$24,319	$37,565	$36,000	1	38	11	4	6
$1 BILLION AND OVER	9	$32,970	$29,579	$44,134	$28,600 *	1	37	5	2	12
ALL BANKS	57	$35,395	$25,857	$40,512	$34,000	1	41	10	5	4
309 PERSONAL TRUST OFFICER										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	15	$22,725	$18,983	$28,247	$22,185	1	44	14	4	2
$100 TO $249 MILLION	42	$26,753	$20,809	$31,375	$25,997	1	43	12	7	3
$250 TO $499 MILLION	29	$28,906	$21,498	$37,495	$27,698	2	42	11	5	3
$500 TO $999 MILLION	6	$27,361	$22,440	$34,652	$26,883	2	48	13	5	2
$1 BILLION AND OVER	10	$29,311	$26,679	$40,478	$26,117 *	3	40	7	3	23
ALL BANKS	103	$26,965	$21,889	$34,986	$26,000	2	43	12	6	4

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GEOGRAPHIC REGION V RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
310 STAFF ATTORNEY										
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	10	$40,337	$35,433	$45,213	$41,950	1	40	8	4	6
$250 TO $499 MILLION	8	$42,025 *	$31,445	$40,948	$40,750	1	41	7	3	3
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	9	$39,167	$30,825	$46,922	$35,588	1	36	8	3	7
ALL BANKS	33	$43,424	$32,551	$46,010	$40,400	1	41	7	4	4
311 INTERNAL AUDITOR										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	5	$19,665 *	$30,070	$45,100	$12,875 *	1	41	8	2	3
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	8	$16,110 *	$18,800	$24,150	$14,984 *	1	40	9	2	3
$50 TO $99 MILLION	71	$20,645	$16,454	$25,342	$18,513	1	40	11	3	1
$100 TO $249 MILLION	82	$25,141	$20,185	$29,303	$24,600	1	40	10	5	2
$250 TO $499 MILLION	26	$25,705	$19,254	$30,874	$24,025	2	39	11	4	3
$500 TO $999 MILLION	10	$38,322	$26,423	$42,104	$35,700	2	38	10	6	5
$1 BILLION AND OVER	8	$28,266	$22,889	$37,094	$27,061	3	36	7	4	19
ALL BANKS	214	$23,978	$19,856	$30,151	$22,650	1	40	10	4	3
312 LOAN REVIEW OFFICER										
$20 TO $29 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	23	$22,422	$18,841	$25,123	$19,500	1	38	8	2	3
$100 TO $249 MILLION	29	$27,184	$20,189	$31,015	$25,750	1	38	8	4	2
$250 TO $499 MILLION	18	$31,140	$24,131	$38,837	$30,079	1	38	7	3	3
$500 TO $999 MILLION	5	$38,500	$27,661	$43,371	$38,500	1	41	15	4	2
$1 BILLION AND OVER	8	$27,864	$23,364	$34,482	$27,900	2	33	5	2	7
ALL BANKS	87	$27,077	$21,681	$32,732	$25,700	1	37	8	3	3
313 BUSINESS DEVELOPMENT OFFICER										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	17	$22,499	$18,214	$26,211	$22,130	1	46	7	2	5
$100 TO $249 MILLION	28	$30,686	$22,845	$35,577	$29,664	1	46	9	3	2
$250 TO $499 MILLION	22	$27,859	$21,848	$34,738	$26,400	1	45	10	2	2
$500 TO $999 MILLION	6	$34,400 *	$21,960	$33,141	$30,250	1	35	10	3	2
$1 BILLION AND OVER	6	$37,098	$30,864	$45,482	$32,541	1	39	12	2	7
ALL BANKS	81	$28,707	$22,561	$34,646	$26,700	1	44	9	2	3

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GEOGRAPHIC REGION V RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
314 SYSTEMS ANALYST										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$23,831	$16,200	$27,000	$24,607	1	32	8	4	8
$100 TO $249 MILLION	19	$24,740	$17,984	$27,474	$24,300	1	33	8	4	3
$250 TO $499 MILLION	8	$29,382	$21,601	$35,975	$30,078	2	36	8	5	2
$500 TO $999 MILLION	8	$27,082	$20,451	$31,436	$26,062	3	36	7	5	3
$1 BILLION AND OVER	7	$30,133	$25,208	$38,789	$30,234	7	36	6	5	8
ALL BANKS	48	$26,735	$20,652	$32,306	$26,375	3	34	7	4	4
315 SR COMPUTER PROGRAMMER										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	7	$22,494	$21,092	$28,302	$19,760 *	1	35	12	8	3
$100 TO $249 MILLION	14	$23,546	$16,642	$23,614	$23,559	1	39	9	6	4
$250 TO $499 MILLION	9	$24,648	$17,673	$28,091	$24,120	1	36	7	3	6
$500 TO $999 MILLION	6	$27,077	$20,070	$30,014	$24,550	2	36	6	3	3
$1 BILLION AND OVER	7	$32,097	$24,556	$39,098	$30,308	13	35	8	5	8
ALL BANKS	44	$25,466	$19,622	$29,491	$25,050	3	37	8	5	4
316 COMPUTER PROGRAMMER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	9	$16,539 *	$8,995	$11,660	$16,000 *	1	30	6	5	2
$100 TO $249 MILLION	17	$17,929	$13,738	$19,842	$17,000	2	29	5	3	2
$250 TO $499 MILLION	12	$19,363	$14,403	$22,905	$19,078	2	29	5	3	
$500 TO $999 MILLION	6	$22,494	$16,858	$25,025	$20,544	4	30	3	2	
$1 BILLION AND OVER	8	$23,497	$19,719	$31,153	$24,584	10	28	3	3	52
ALL BANKS	56	$19,426	$15,579	$23,366	$19,227	3	29	6	4	8
317 SR COMPUTER OPERATOR										
UNDER $20 MILLION	3	INSUFFICIENT DATA								
$20 TO $29 MILLION	3	INSUFFICIENT DATA								
$30 TO $39 MILLION	3	INSUFFICIENT DATA								
$40 TO $49 MILLION	5	$12,898 *	$8,888	$12,690	$11,400	1	26	7	2	4
$50 TO $99 MILLION	10	$13,399	$13,299	$15,611	$13,552	1	30	7	3	3
$100 TO $249 MILLION	25	$16,229	$12,435	$18,103	$16,020	1	30	6	3	5
$250 TO $499 MILLION	12	$16,925	$13,073	$19,921	$16,687	2	30	7	4	4
$500 TO $999 MILLION	7	$16,907	$13,960	$20,903	$16,853	2	31	8	5	3
$1 BILLION AND OVER	8	$22,057	$18,071	$27,396	$21,327	4	32	11	5	26
ALL BANKS	76	$16,054	$13,365	$19,426	$16,152	2	30	7	3	6

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION V RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
318 COMPUTER OPERATOR										
UNDER $20 MILLION	3	INSUFFICIENT DATA								
$20 TO $29 MILLION	3	INSUFFICIENT DATA								
$30 TO $39 MILLION	4	INSUFFICIENT DATA								
$40 TO $49 MILLION	8	$10,484	$8,137	$11,360	$10,868	2	26	4	2	2
$50 TO $99 MILLION	40	$11,872	$10,430	$13,673	$11,506	2	29	4	3	3
$100 TO $249 MILLION	50	$12,246	$10,298	$15,235	$11,980	2	27	5	3	3
$250 TO $499 MILLION	25	$13,133	$10,710	$16,270	$12,782	3	29	5	3	2
$500 TO $999 MILLION	7	$13,968	$11,049	$16,362	$13,990	3	26	4	3	
$1 BILLION AND OVER	8	$15,321	$13,585	$19,460	$15,486	9	29	5	4	24
ALL BANKS	148	$12,329	$10,740	$15,528	$12,028	3	28	5	3	6
319 STAFF APPRAISER										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	5	$26,461	$25,232	$39,343	$30,500	1	44	12	5	4
320 CONSUMER LOAN COLLECTOR										
UNDER $20 MILLION	4	INSUFFICIENT DATA								
$20 TO $29 MILLION	3	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	34	$14,939	$12,702	$17,139	$14,350	1	38	7	5	1
$100 TO $249 MILLION	72	$15,932	$12,758	$18,850	$15,096	1	35	6	3	2
$250 TO $499 MILLION	32	$15,890	$13,082	$19,967	$15,559	3	34	5	3	2
$500 TO $999 MILLION	10	$18,635	$13,049	$20,032	$15,805	5	35	5	4	3
$1 BILLION AND OVER	11	$16,995	$14,778	$23,273	$15,545	25	33	6	2	2
ALL BANKS	171	$15,690	$13,095	$19,406	$14,800	3	35	6	3	2
321 PERSONNEL ASSISTANT										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	8	$14,211	$11,420	$17,314	$15,136	1	31	8	2	3
$100 TO $249 MILLION	48	$18,377	$13,593	$19,862	$15,933	1	39	10	4	2
$250 TO $499 MILLION	29	$16,653	$13,292	$20,213	$16,475	1	34	8	4	2
$500 TO $999 MILLION	7	$18,184	$14,283	$21,435	$16,789	1	33	6	4	5
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	99	$17,782	$14,021	$20,839	$15,999	1	36	9	3	3

GEOGRAPHIC REGION V RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN				
						NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
322 EMPLOYMENT INTERVIEWER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	9	$21,967	$19,129	$28,498	$20,250	2	33	9	4	1
ALL BANKS	22	$21,012	$17,357	$25,822	$19,450	1	31	7	3	6
323 ASST BRANCH MANAGER(LARGE +31)										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	7	$19,995	$15,893	$24,010	$20,452	2	41	16	3	16
324 ASST BRANCH MANAGER(MED 10-30)										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	9	$16,369	$14,638	$22,020	$15,000	1	44	17	3	8
$100 TO $249 MILLION	35	$18,287	$15,842	$24,368	$17,100	2	37	9	3	10
$250 TO $499 MILLION	20	$20,916	$16,115	$25,490	$20,574	3	43	13	4	13
$500 TO $999 MILLION	8	$21,510	$18,936	$28,281	$20,595	5	38	11	3	13
$1 BILLION AND OVER	8	$22,037	$19,089	$28,917	$22,172	14	37	11	5	22
ALL BANKS	82	$19,325	$16,648	$25,547	$18,356	3	39	11	3	12
325 ASST BRANCH MANAGER(SMALL 10)										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	23	$14,024	$11,850	$17,782	$13,200	3	40	8	4	5
$100 TO $249 MILLION	43	$15,645	$14,449	$21,026	$15,225	2	37	9	3	7
$250 TO $499 MILLION	25	$18,579	$14,952	$23,463	$18,300	4	41	13	5	7
$500 TO $999 MILLION	6	$20,220	$17,999	$27,955	$19,700	4	40	11	3	4
$1 BILLION AND OVER	9	$20,516	$17,885	$26,977	$22,161	15	39	11	4	20
ALL BANKS	110	$16,490	$14,913	$22,479	$15,750	4	39	10	4	7

GEOGRAPHIC REGION V RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
326 ACCOUNTANT										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	15	$20,086 *	$25,225	$33,591	$18,025 *	1	36	7	4	4
$100 TO $249 MILLION	30	$20,075	$15,669	$25,009	$19,000	1	29	6	4	2
$250 TO $499 MILLION	22	$21,089	$16,927	$26,104	$20,295	1	31	7	3	5
$500 TO $999 MILLION	6	$19,417	$17,862	$26,443	$20,124	2	28	4	2	4
$1 BILLION AND OVER	6	$21,894	$18,335	$29,409	$22,950	2	31	6	3	37
ALL BANKS	82	$20,539	$17,473	$26,804	$19,981	1	31	6	4	4
327 OFFICER TRAINEE (B.A.)										
$20 TO $29 MILLION	3	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	11	$14,616	$14,526	$18,383	$14,500 *	1	24	1	1	
$100 TO $249 MILLION	21	$16,369	$14,762	$19,843	$15,540	2	26	2	1	
$250 TO $499 MILLION	20	$16,040	$13,533	$21,947	$15,700	2	25	2	1	
$500 TO $999 MILLION	5	$15,622	$14,118	$20,346	$16,188	4	27	2	1	
$1 BILLION AND OVER	9	$18,287	$15,062	$20,783	$17,360	21	24	2	1	57
ALL BANKS	71	$16,328	$14,232	$20,665	$15,859	4	25	2	1	57
328 OFFICER TRAINEE (M.A.)										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	8	$21,580	$17,898	$28,093	$18,450	3	25	2	2	49
329 ADVERTISING OFFICER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	14	$18,136	$14,632	$21,960	$17,750	1	38	10	3	2
$100 TO $249 MILLION	11	$20,919	$16,470	$22,292	$19,000	1	41	10	4	2
$250 TO $499 MILLION	15	$23,520	$17,187	$26,972	$22,100	1	38	7	2	2
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	50	$21,659	$17,867	$27,131	$21,550	1	38	8	3	2

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION V   RESULTS -- 1986

			MEAN SALARY RANGE			MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MINIMUM	MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
330 NEW ACCOUNTS OFFICER										
UNDER $20 MILLION	1	INSUFFICIENT DATA			$16,800	1	52	10	3	10
$20 TO $29 MILLION	5	$17,720			$18,096	1	43	18	2	3
$30 TO $39 MILLION	5	$17,903	$13,753	$20,313	$18,910	2	45	12	6	3
$40 TO $49 MILLION	10	$20,081 *	$14,000	$20,000	$18,215	1	42	12	4	4
$50 TO $99 MILLION	44	$19,100	$16,513	$24,434	$20,034	2	45	15	5	4
$100 TO $249 MILLION	68	$20,740	$16,780	$24,792	$23,750	3	45	14	5	9
$250 TO $499 MILLION	17	$23,695	$17,349	$29,025						
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	157	$20,312	$16,571	$25,089	$19,756	2	44	14	4	5
401 CHIEF EXECUTIVE OFFICER										
UNDER $20 MILLION	19	$45,372	$45,050	$61,050	$41,200 *	1	43	10	8	12
$20 TO $29 MILLION	30	$56,372	$38,333	$56,750	$52,750	1	48	15	7	121
$30 TO $39 MILLION	19	$51,071	$42,613	$60,613	$54,000	1	48	11	8	19
$40 TO $49 MILLION	27	$60,662	$43,750	$74,463	$59,800	1	47	12	6	23
$50 TO $99 MILLION	124	$67,113	$53,370	$78,526	$65,500	1	50	15	8	35
$100 TO $249 MILLION	124	$93,337	$67,995	$105,894	$90,271	1	52	17	8	75
$250 TO $499 MILLION	46	$117,843	$74,293	$128,837	$111,000	1	53	20	8	179
$500 TO $999 MILLION	10	$157,840	$109,841	$173,071	$157,300	1	56	20	8	265
$1 BILLION AND OVER	10	$232,002	$175,900	$276,950	$202,500	1	56	14	8	1445
ALL BANKS	409	$84,050	$67,307	$104,307	$74,000	1	51	16	8	105
402 CHIEF ADMINISTRATIVE OFFICER										
UNDER $20 MILLION	6	$41,808	$37,600	$56,400	$41,875	1	44	12	6	20
$20 TO $29 MILLION	10	$44,790 *	$27,729	$43,396	$38,540	1	42	14	7	303
$30 TO $39 MILLION	6	$35,178	$29,286	$43,031	$32,500	1	50	15	8	15
$40 TO $49 MILLION	8	$42,929			$40,325	1	46	15	5	14
$50 TO $99 MILLION	70	$49,153	$38,368	$55,516	$48,750	1	46	16	7	21
$100 TO $249 MILLION	68	$65,711	$51,643	$78,574	$62,600	1	47	14	5	54
$250 TO $499 MILLION	31	$90,015	$55,433	$93,212	$90,000	1	50	18	7	125
$500 TO $999 MILLION	10	$106,106	$85,346	$134,457	$101,900	1	51	22	7	177
$1 BILLION AND OVER	8	$131,630	$109,160	$169,620	$133,279	1	47	9	4	1312
ALL BANKS	217	$64,825	$53,677	$83,128	$55,500	1	47	15	6	108
403 CHIEF FINANCIAL OFFICER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	6	$40,011 *	$44,622	$52,591	$33,250 *	1	39	14	2	36
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	25	$36,593	$28,071	$40,236	$36,000	1	40	9	5	7
$100 TO $249 MILLION	57	$48,433	$37,788	$58,168	$47,500	1	42	13	6	11
$250 TO $499 MILLION	25	$56,607	$39,087	$64,921	$58,000	1	41	11	5	15
$500 TO $999 MILLION	8	$70,462	$54,625	$88,514	$72,825	1	46	17	8	7
$1 BILLION AND OVER	11	$76,964	$60,972	$94,683	$70,000	1	43	10	5	38
ALL BANKS	137	$50,281	$41,852	$65,397	$47,500	1	42	12	6	14

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GEOGRAPHIC REGION V RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
404 SR OPERATIONS OFFICER										
UNDER $20 MILLION	11	$26,650	$25,007	$37,311	$24,000 *	1	42	13	7	9
$20 TO $29 MILLION	22	$31,204	$30,900	$41,840	$29,850 *	1	41	15	7	63
$30 TO $39 MILLION	11	$33,706	$21,733	$35,667	$34,200	1	40	14	7	14
$40 TO $49 MILLION	17	$32,333	$28,120	$40,270	$33,000	1	39	12	5	15
$50 TO $99 MILLION	83	$34,862	$28,334	$42,318	$34,800	1	45	15	6	21
$100 TO $249 MILLION	94	$42,884	$34,572	$51,430	$39,975	1	44	15	5	44
$250 TO $499 MILLION	43	$50,767	$36,505	$58,901	$49,500	1	45	16	6	81
$500 TO $999 MILLION	10	$60,373	$46,667	$74,269	$62,450	1	45	15	6	55
$1 BILLION AND OVER	9	$70,246	$59,166	$92,378	$66,500	1	48	21	8	218
ALL BANKS	300	$40,836	$34,887	$53,518	$38,000	1	44	15	6	45
405 OPERATIONS OFFICER										
UNDER $20 MILLION	9	$16,980 *	$11,250		$16,016	1	38	11	5	10
$20 TO $29 MILLION	14	$21,812 *	$23,010	$29,966	$19,118 *	1	39	12	4	65
$30 TO $39 MILLION	13	$19,582	$15,658	$22,875	$19,590	2	38	11	4	9
$40 TO $49 MILLION	10	$22,538	$17,375	$25,250	$21,625	1	40	14	4	7
$50 TO $99 MILLION	84	$23,041	$19,696	$27,002	$21,933	1	42	14	6	12
$100 TO $249 MILLION	91	$24,657	$20,915	$31,884	$23,050	2	40	12	4	17
$250 TO $499 MILLION	34	$29,327	$21,956	$40,038	$28,650	2	39	15	6	36
$500 TO $999 MILLION	8	$40,531	$31,079	$48,029	$38,450	1	40	13	4	18
$1 BILLION AND OVER	8	$45,061	$35,715	$55,979	$45,600	1	42	16	8	92
ALL BANKS	271	$25,090	$22,086	$34,422	$22,537	1	40	13	5	22
406 PERSONNEL OFFICER/DIRECTOR										
UNDER $20 MILLION	4	INSUFFICIENT DATA								
$20 TO $29 MILLION	6	$27,950 *	$35,500	$45,500	$24,000 *	1	47	15	4	15
$40 TO $49 MILLION	4	INSUFFICIENT DATA								
$60 TO $99 MILLION	42	$24,093	$19,754	$29,035	$24,130	1	43	13	4	8
$100 TO $249 MILLION	93	$26,384	$22,395	$33,872	$26,000	1	42	12	5	9
$250 TO $499 MILLION	45	$34,056	$26,677	$43,815	$33,500	1	44	12	6	4
$500 TO $999 MILLION	10	$42,767	$33,918	$52,099	$44,850	1	44	14	7	6
$1 BILLION AND OVER	11	$64,292	$54,305	$84,338	$67,500	1	50	12	5	29
ALL BANKS	215	$30,117	$26,492	$40,978	$27,100	1	43	12	5	9
407 MARKETING OFFICER										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	3	INSUFFICIENT DATA								
$40 TO $49 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	42	$24,310	$19,782	$29,294	$20,670	1	40	11	3	2
$100 TO $249 MILLION	80	$29,320	$23,282	$37,235	$27,915	1	41	9	5	4
$250 TO $499 MILLION	33	$37,302	$27,978	$45,978	$35,900	1	42	10	4	3
$500 TO $999 MILLION	9	$47,561	$35,437	$57,246	$47,000	1	40	8	3	5
$1 BILLION AND OVER	6	$44,608	$38,387	$62,514	$40,037	1	36	9	2	8
ALL BANKS	179	$30,884	$25,715	$40,865	$28,900	1	40	10	4	4

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GEOGRAPHIC REGION V RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
408 CONTROLLER										
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	6	$26,400	$22,000	$33,000	$27,400	1	32	6	3	9
$50 TO $99 MILLION	47	$29,924	$24,454	$34,865	$30,600	1	38	10	4	7
$100 TO $249 MILLION	68	$36,501	$27,905	$42,525	$36,000	1	39	9	5	7
$250 TO $499 MILLION	31	$42,189	$30,031	$49,490	$44,000	1	37	12	5	8
$500 TO $999 MILLION	9	$42,405	$32,315	$50,636	$42,000	1	40	12	8	10
$1 BILLION AND OVER	6	$53,808	$43,324	$68,216	$58,050	1	41	7	2	21
ALL BANKS	169	$36,153	$28,946	$45,028	$35,000	1	38	10	5	8
409 GENERAL ACCOUNTING MANAGER										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	7	$22,464 *	$26,750	$36,500	$17,925 *	1	43	15	7	21
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	6	$16,393	$13,542	$18,327	$17,100	1	29	11	5	4
$50 TO $99 MILLION	27	$18,304	$14,771	$21,401	$18,550	1	43	15	7	6
$100 TO $249 MILLION	36	$22,912	$18,363	$26,802	$22,850	1	40	13	5	6
$250 TO $499 MILLION	24	$64,290 *	$21,364	$34,637	$27,200	1	39	12	5	6
$500 TO $999 MILLION	6	$31,173	$23,622	$36,748	$30,700	1	37	13	4	4
$1 BILLION AND OVER	10	$36,125	$29,425	$45,902	$37,704	1	40	12	4	10
ALL BANKS	120	$31,082	$21,070	$32,160	$21,952	1	40	13	5	7
410 BRANCH ADMINISTRATION OFFICER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	10	$27,310	$26,788	$39,793	$28,300	1	43	10	4	8
$100 TO $249 MILLION	28	$32,535	$27,409	$41,698	$31,500	1	43	16	4	24
$250 TO $499 MILLION	23	$39,299	$28,532	$49,807	$39,000	1	43	14	3	57
$500 TO $999 MILLION	7	$50,917	$41,938	$64,381	$42,500	2	45	20	6	99
$1 BILLION AND OVER	8	$56,764	$47,459	$74,703	$55,255	2	41	15	6	264
ALL BANKS	79	$37,579	$32,582	$52,662	$36,400	1	43	15	4	58
411 BRANCH MANAGER (LARGE +31)										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	12	$32,160	$24,999	$39,174	$30,550	3	39	14	4	45

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION V RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
412 BRANCH MANAGER (MEDIUM 10-30)										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	17	$26,883	$22,603	$32,785	$26,500	1	43	12	4	9
$100 TO $249 MILLION	51	$27,770	$22,546	$33,710	$26,500	2	43	12	5	13
$250 TO $499 MILLION	27	$26,434	$20,769	$33,908	$26,688	3	41	14	6	17
$500 TO $999 MILLION	8	$30,214	$24,557	$38,506	$26,876	6	41	16	8	31
$1 BILLION AND OVER	9	$28,847	$24,795	$38,818	$29,000	15	40	12	7	22
ALL BANKS	119	$27,205	$22,551	$34,557	$26,552	3	42	13	5	15
413 BRANCH MANAGER (SMALL 10)										
UNDER $20 MILLION	7	$14,296	$13,884	$19,914	$13,106 *	2	33	6	3	3
$20 TO $29 MILLION	4	INSUFFICIENT DATA								
$30 TO $39 MILLION	5	$21,284	$21,000	$27,560	$25,000	1	49	11	4	3
$40 TO $49 MILLION	10	$22,787 *	$17,979	$21,867	$18,100	2	48	12	4	6
$50 TO $99 MILLION	59	$20,827	$17,464	$25,357	$19,420	2	41	10	4	5
$100 TO $249 MILLION	82	$22,357	$19,186	$28,855	$21,640	3	44	14	5	8
$250 TO $499 MILLION	35	$23,625	$19,255	$32,044	$23,000	6	41	12	4	12
$500 TO $999 MILLION	7	$25,168	$21,209	$31,799	$24,525	6	41	13	5	13
$1 BILLION AND OVER	10	$22,913	$21,092	$32,523	$22,676	15	40	12	6	19
ALL BANKS	219	$21,861	$18,914	$28,905	$21,479	4	42	12	5	8
414 DATA PROCESSING DIRECTOR										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	8	$26,590	$26,584	$29,191	$26,580 *	1	35	10	5	4
$100 TO $249 MILLION	26	$35,384	$28,213	$40,834	$34,750	1	43	8	5	11
$250 TO $499 MILLION	21	$42,739	$28,945	$49,152	$42,000	1	42	16	8	15
$500 TO $999 MILLION	8	$47,7[illegible]4	$38,777	$62,070	$49,500	1	44	13	6	16
$1 BILLION AND OVER	6	$69,270	$53,282	$85,475	$70,506	1	43	10	3	130
ALL BANKS	73	$40,221	$32,524	$50,799	$40,500	1	42	12	6	20
415 COMPUTER CENTER MANAGER										
$20 TO $29 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	8	$24,534 *	$27,340	$42,260	$23,000 *	1	37	11	5	3
$100 TO $249 MILLION	11	$26,077	$21,696	$33,122	$23,754	1	38	9	3	6
$250 TO $499 MILLION	10	$29,961	$20,607	$35,851	$30,488	1	35	11	4	14
$500 TO $999 MILLION	7	$32,557	$24,465	$37,681	$32,500	1	42	16	8	14
$1 BILLION AND OVER	5	$42,147	$34,134	$55,912	$35,713	1	38	3	1	37
ALL BANKS	43	$29,814	$25,236	$40,708	$30,575	1	38	11	4	12

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GEOGRAPHIC REGION V RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
416 SYSTEMS & PROGRAMMING MANAGER										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	10	$31,846	$22,262	$33,969	$33,226	1	40	11	5	4
$250 TO $499 MILLION	9	$36,809	$24,448	$40,995	$38,000	1	41	11	5	6
$500 TO $999 MILLION	6	$39,883	$30,167	$46,752	$38,600	1	42	12	6	12
$1 BILLION AND OVER	6	$47,341	$33,509	$53,931	$44,117	2	36	8	3	22
ALL BANKS	35	$36,705	$27,535	$43,828	$37,000	1	41	11	5	8
417 DP OPERATIONS SUPERVISOR										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	5	$13,296	$10,823	$14,700	$12,600	1	35	9	3	2
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	18	$19,384	$16,092	$22,725	$18,828	1	38	12	4	5
$100 TO $249 MILLION	25	$20,272	$16,490	$23,317	$18,550	1	37	10	3	8
$250 TO $499 MILLION	10	$23,057	$16,003	$25,432	$20,450	1	41	17	7	6
$500 TO $999 MILLION	6	$28,222	$20,502	$31,700	$24,450	1	40	13	9	8
$1 BILLION AND OVER	6	$26,890	$25,660	$40,200	$24,000 *	2	36	12	6	17
ALL BANKS	77	$20,710	$17,456	$25,837	$19,768	1	38	12	5	7
418 PURCHASING MANAGER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	15	$18,566 *	$21,987	$25,716	$16,250 *	1	44	14	7	2
$100 TO $249 MILLION	39	$21,030	$17,514	$26,092	$19,800	1	44	12	5	3
$250 TO $499 MILLION	31	$23,023	$16,471	$26,275	$22,400	1	43	9	5	7
$500 TO $999 MILLION	7	$29,779	$22,409	$33,675	$32,300	1	53	18	5	13
$1 BILLION AND OVER	8	$31,793	$25,850	$39,800	$34,150	1	48	20	11	5
ALL BANKS	102	$22,795	$18,994	$28,616	$21,375	1	44	12	5	6
419 COMMERCIAL CREDIT DEPT MANAGER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	3	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	8	$25,245 *	$25,840	$40,760	$21,555 *	1	36	7	5	4
$100 TO $249 MILLION	28	$23,573	$18,504	$29,794	$22,750	1	38	8	3	4
$250 TO $499 MILLION	17	$29,956	$22,918	$37,784	$26,300	1	36	7	3	6
$500 TO $999 MILLION	8	$31,475	$24,223	$36,665	$29,500	1	37	13	5	10
$1 BILLION AND OVER	8	$37,564	$29,847	$45,348	$38,040	1	37	6	4	15
ALL BANKS	74	$27,159	$22,306	$35,089	$25,725	1	37	8	3	7

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GEOGRAPHIC REGION V   RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
420 CONSUMER LOAN DEPT MANAGER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	6	$19,866	$15,528	$21,325	$20,600	1	31	7	3	2
$30 TO $39 MILLION	4	INSUFFICIENT DATA								
$40 TO $49 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	28	$24,410	$22,274	$28,096	$21,875 *	1	39	13	5	4
$100 TO $249 MILLION	54	$33,217	$26,337	$39,386	$34,280	1	43	12	6	7
$250 TO $499 MILLION	33	$40,883	$30,852	$50,336	$40,500	1	47	16	8	14
$500 TO $999 MILLION	5	$35,020	$31,610	$48,104	$30,500 *	1	47	15	4	23
$1 BILLION AND OVER	8	$44,815	$36,377	$56,833	$45,536	1	49	21	6	33
ALL BANKS	142	$33,030	$28,076	$42,764	$32,292	1	43	13	6	10
421 MORTGAGE LOAN DEPT MANAGER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	3	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	16	$25,484 *	$27,047	$35,795	$23,280 *	1	45	10	4	4
$100 TO $249 MILLION	31	$34,043	$27,084	$41,147	$32,000	1	42	12	5	4
$250 TO $499 MILLION	27	$64,645 *	$27,826	$45,700	$42,238	1	44	15	7	6
$500 TO $999 MILLION	7	$43,436	$34,243	$52,176	$43,500	1	44	19	6	8
$1 BILLION AND OVER	9	$54,147	$40,507	$63,313	$51,452	1	39	10	5	18
ALL BANKS	95	$43,139	$29,925	$46,222	$36,500	1	43	12	5	6
422 COMMERCIAL LOAN DEPT MANAGER										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	2	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	20	$39,158	$31,914	$46,172	$38,090	1	44	11	5	6
$100 TO $249 MILLION	49	$45,736	$36,707	$53,928	$44,090	1	41	11	5	9
$250 TO $499 MILLION	31	$56,556	$36,956	$61,911	$56,250	1	43	10	5	11
$500 TO $999 MILLION	5	$52,200	$38,579	$58,617	$47,000	1	40	14	4	11
$1 BILLION AND OVER	7	$47,274	$38,328	$59,277	$46,009	1	43	15	6	19
ALL BANKS	118	$46,990	$35,681	$54,991	$45,023	1	42	11	5	10
423 SR TRUST OFFICER										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	28	$37,748 *	$25,910	$37,056	$37,281 *	1	48	16	6	8
$100 TO $249 MILLION	67	$47,186	$35,822	$55,710	$46,708	1	45	11	6	6
$250 TO $499 MILLION	35	$56,151	$37,286	$64,510	$52,500	1	47	12	6	13
$500 TO $999 MILLION	9	$67,990	$53,551	$82,369	$70,000	1	51	20	9	16
$1 BILLION AND OVER	10	$73,107	$62,403	$95,919	$70,800	1	45	10	4	47
ALL BANKS	154	$49,743	$39,256	$62,145	$47,943	1	47	13	6	11

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GEOGRAPHIC REGION V RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
424 TRUST OPERATIONS MANAGER										
$20 TO $29 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	20	$21,155	$19,069	$26,995	$20,825	1	40	15	7	3
$100 TO $249 MILLION	34	$25,854	$22,159	$32,017	$23,000	1	41	10	5	4
$250 TO $499 MILLION	28	$31,555	$25,150	$41,707	$28,250	1	41	11	5	7
$500 TO $999 MILLION	9	$28,878	$20,618	$31,521	$24,975	1	41	12	4	7
$1 BILLION AND OVER	10	$44,439	$36,674	$57,137	$45,907	1	41	11	6	29
ALL BANKS	103	$28,410	$24,741	$38,235	$25,700	1	41	12	5	7
425 TELEPHONE SUPERVISOR										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	6	$14,845	$12,652	$21,064	$14,088	1	38	6	3	4
$500 TO $999 MILLION	5	$19,443	$13,771	$20,959	$18,159	1	51	19	10	3
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	17	$18,492	$15,586	$23,385	$16,328	1	45	12	6	4
426 COMPENSATION & BENEFITS MGR										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	8	$37,681	$30,632	$47,366	$37,300	1	38	6	2	7
ALL BANKS	20	$28,996	$26,801	$38,928	$27,831	1	38	10	3	6
427 PAYROLL SUPERVISOR										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$19,132 *	$14,526	$16,497	$18,625 *	1	45	15	6	3
$100 TO $249 MILLION	12	$18,278	$14,321	$20,971	$18,900	1	43	14	7	21
$250 TO $499 MILLION	9	$16,603	$12,387	$18,410	$15 180	1	49	15	5	2
$500 TO $999 MILLION	5	$17,405	$13,672	$20,570	$16,952	1	43	12	9	4
$1 BILLION AND OVER	9	$23,114	$19,312	$29,354	$23,873	1	42	13	5	3
ALL BANKS	46	$19,381	$15,457	$22,646	$18,543	1	43	14	6	6

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GEOGRAPHIC REGION V RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
428 INTERNAL AUDIT MANAGER										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	15	$24,330	$18,281	$25,465	$24,125	1	45	12	4	1
$100 TO $249 MILLION	35	$26,581	$21,212	$31,904	$26,000	1	39	9	5	2
$250 TO $499 MILLION	27	$31,884	$22,265	$35,494	$30,400	1	42	12	7	3
$500 TO $999 MILLION	8	$37,650	$29,521	$45,730	$36,400	1	44	15	7	6
$1 BILLION AND OVER	7	$42,856	$33,474	$53,637	$46,000	1	34	11	3	9
ALL BANKS	96	$30,012	$23,883	$37,291	$27,900	1	41	11	5	3
429 SECURITY MANAGER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	7	$24,938 *	$19,001	$24,889	$24,725	1	46	16	8	4
$100 TO $249 MILLION	18	$23,713	$23,542	$30,405	$23,750	1	44	13	6	4
$250 TO $499 MILLION	17	$26,789	$19,063	$29,883	$24,000	1	50	12	6	10
$500 TO $999 MILLION	6	$30,483	$22,547	$32,582	$25,650	1	52	16	4	7
$1 BILLION AND OVER	8	$40,669	$30,767	$47,994	$37,400	1	46	12	8	15
ALL BANKS	58	$27,956	$23,187	$34,224	$25,100	1	48	14	6	9
430 CONSUMER LOAN COLLECTION MGR										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	18	$19,473	$16,127	$23,949	$18,213	1	40	6	4	2
$100 TO $249 MILLION	32	$21,611	$18,485	$26,304	$21,637	1	40	9	4	2
$250 TO $499 MILLION	23	$23,768	$18,413	$29,353	$24,450	1	40	8	4	6
$500 TO $999 MILLION	6	$25,564	$19,948	$31,071	$20,375	1	44	12	6	8
$1 BILLION AND OVER	10	$33,052	$27,220	$42,023	$34,729	1	40	12	2	26
ALL BANKS	94	$22,820	$19,285	$29,076	$21,985	1	40	8	4	6
431 TRAINING DIRECTOR										
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	11	$20,309	$14,938	$23,822	$20,000	1	37	7	2	5
$250 TO $499 MILLION	7	$18,553	$14,654	$22,256	$19,385	1	32	6	1	1
$500 TO $999 MILLION	5	$20,327	$17,757	$27,720	$18,000	1	30	3	2	2
$1 BILLION AND OVER	9	$32,604	$27,107	$41,578	$29,016	1	38	9	5	6
ALL BANKS	36	$22,468	$18,444	$28,366	$20,950	1	35	7	2	5

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GEOGRAPHIC REGION V RESULTS -- 1986

			MEAN SALARY RANGE			MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MINIMUM	MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
432 EMPLOYMENT MANAGEMENT										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	8	$28,833	$24,936	$38,646	$29,604	1	36	7	3	4
ALL BANKS	19	$27,751	$24,197	$35,322	$27,525	1	43	12	5	3
433 SR BUSINESS DEVELOPMENT OFFICE										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	19	$41,241	$33,339	$48,377	$39,875	1	48	10	3	4
$250 TO $499 MILLION	18	$43,509	$29,921	$49,606	$44,500	1	46	10	4	6
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	49	$43,464	$32,939	$50,512	$42,000	1	48	11	4	5
434 SR INTERNATIONAL BANKING OFFIC										
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	10	$46,146	$42,132	$66,893	$43,506	2	40	10	5	7
435 SR INVESTMENT OFFICER										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	29	$41,701	$28,368	$42,078	$39,000	1	43	13	5	5
$250 TO $499 MILLION	21	$46,333	$32,722	$53,437	$44,692	1	43	11	6	4
$500 TO $999 MILLION	5	$49,730	$38,685	$61,557	$51,288	1	41	13	6	5
$1 BILLION AND OVER	8	$57,339	$44,435	$71,429	$57,502	1	42	13	4	71
ALL BANKS	71	$44,531	$33,732	$53,518	$42,324	1	42	13	5	11

GEOGRAPHIC REGION V RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
436 SR CORRESPONDENT BANKING OFFIC	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	6	$53,107	$38,674	$60,545	$50,500	1	50	15	6	10
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	14	$50,775	$40,142	$62,071	$50,070	1	47	17	7	11

Region VI East-South Central

Alabama
Kentucky
Mississippi
Tennessee

GEOGRAPHIC REGION VI RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
101 FILE CLERK										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	5	$8,974	$6,850	$11,300	$8,520	2				
$30 TO $39 MILLION	7	$8,300	$7,084	$9,708	$7,800	2				
$40 TO $49 MILLION	7	$9,895	$7,210	$9,985	$9,000	2				
$50 TO $99 MILLION	23	$9,252	$7,975	$11,128	$9,360	3				
$100 TO $249 MILLION	22	$9,584	$8,152	$11,576	$9,650	5				
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	73	$9,325	$7,876	$11,125	$9,103	4				
102 GENERAL CLERK										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	6	$9,432	$8,597	$11,297	$9,200	2				
$30 TO $39 MILLION	5	$9,772	$7,434	$11,731	$9,490	3				
$40 TO $49 MILLION	6	$11,259 *	$8,400	$10,800	$10,650	3				
$50 TO $99 MILLION	18	$10,460	$8,501	$13,568	$10,417	4				
$100 TO $249 MILLION	22	$10,474	$8,839	$14,303	$10,009	11				
$250 TO $499 MILLION	5	$10,166	$9,095	$12,990	$10,024	21				
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	70	$10,355	$8,719	$13,427	$10,021	12				
103 CLERK TYPIST										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	11	$10,458	$8,694	$13,185	$10,400	6				
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
ALL BANKS	21	$10,647	$8,626	$12,736	$10,400	4				
104 DATA ENTRY OPERATOR										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	4	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	16	$10,472	$8,738	$13,267	$10,390	2				
$100 TO $249 MILLION	17	$10,045	$8,793	$12,346	$9,796	2				
$250 TO $499 MILLION	6	$10,580	$8,968	$13,372	$10,370	3				
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	53	$10,190	$8,813	$12,762	$10,074	2				

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION VI RESULTS -- 1986

			MEAN SALARY RANGE			MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MINIMUM	MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
105 MAIL CLERK										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	14	$9,315	$8,472	$10,969	$8,930	1				
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	27	$9,206	$8,031	$10,833	$8,960	2				
106 ACCOUNTING CLERK - SR										
UNDER $20 MILLION	3	INSUFFICIENT DATA								
$20 TO $29 MILLION	4	INSUFFICIENT DATA								
$30 TO $39 MILLION	6	$14,223	$11,500	$14,500	$13,982	1				
$40 TO $49 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	16	$14,655	$11,969	$16,191	$14,845	1				
$100 TO $249 MILLION	16	$15,334	$12,091	$17,310	$13,740	2				
$250 TO $499 MILLION	5	$14,548	$11,324	$16,886	$14,918	2				
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	57	$14,624	$11,499	$16,349	$13,896	1				
107 ACCOUNTING CLERK										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	3	INSUFFICIENT DATA								
$40 TO $49 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	17	$11,539	$9,083	$13,384	$11,675	3				
$100 TO $249 MILLION	24	$11,674	$9,971	$14,153	$11,705	3				
$250 TO $499 MILLION	5	$10,735	$9,669	$14,057	$10,850	4				
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
ALL BANKS	59	$11,448	$9,786	$14,306	$11,406	3				
108 PROOF MACHINE OPERATOR										
UNDER $20 MILLION	5	$10,408 *	$11,340	$11,340	$10,000 *	2				
$20 TO $29 MILLION	9	$10,087	$8,525	$11,950	$9,830	1				
$30 TO $39 MILLION	9	$10,145 *	$8,717	$10,000	$10,200 *	2				
$40 TO $49 MILLION	8	$11,652	$7,210	$11,773	$11,728	2				
$50 TO $99 MILLION	26	$10,267	$8,617	$12,242	$10,050	2				
$100 TO $249 MILLION	27	$10,515	$8,635	$12,433	$9,789	4				
$250 TO $499 MILLION	6	$9,161	$8,589	$12,508	$9,100	9				
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	96	$10,347	$8,619	$12,262	$9,986	4				

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GEOGRAPHIC REGION VI RESULTS -- 1986

			MEAN SALARY RANGE			MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MINIMUM	MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
109 WORD PROCESSING OPERATOR										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	7	$11,381	$9,478	$13,971	$10,860	1				
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	17	$11,613	$10,282	$15,217	$11,010	1				
110 BOOKKEEPING MACHINE OPERATOR										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	9	$10,008	$8,313	$12,522	$10,422	6				
111 MAINTENANCE SERVICE WORKER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$12,988	$9,400	$13,500	$12,250	1				
$100 TO $249 MILLION	10	$13,396	$11,070	$14,879	$12,240	1				
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	27	$13,268	$10,461	$15,035	$12,240	2				
112 CUSTODIAN										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	4	INSUFFICIENT DATA								
$30 TO $39 MILLION	5	$9,250	$9,160	$11,680	$8,840 *	1				
$40 TO $49 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	21	$8,758	$7,841	$11,032	$8,000	3				
$100 TO $249 MILLION	12	$8,003	$6,817	$9,381	$8,324	3				
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	51	$9,028	$7,548	$10,234	$8,736	3				

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION VI RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
113 MESSENGER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	15	$9,519	$7,679	$11,178	$8,760	1				
$100 TO $249 MILLION	21	$9,913	$8,246	$11,327	$9,600	2				
$250 TO $499 MILLION	5	$10,073	$8,252	$11,882	$9,867	3				
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	50	$9,728	$8,117	$11,470	$9,403	2				
114 SECURITY GUARD										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	11	$10,551	$8,648	$11,867	$11,070	3				
201 SAFE DEPOSIT CLERK										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	14	$10,708	$8,747	$12,033	$10,296	1				
$100 TO $249 MILLION	18	$11,496	$9,774	$14,295	$10,942	1				
$250 TO $499 MILLION	5	$12,822	$10,359	$13,860	$12,460	2				
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	45	$11,406	$9,641	$13,665	$11,023	1				
202 RECEPTIONIST										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	5	$9,652	$8,333	$10,833	$9,620	1				
$30 TO $39 MILLION	5	$8,274	$6,968	$9,500	$8,268	1				
$40 TO $49 MILLION	5	$9,504	$6,620	$10,670	$9,400	1				
$50 TO $99 MILLION	15	$9,765	$8,398	$12,018	$10,044	1				
$100 TO $249 MILLION	13	$10,456	$8,481	$12,323	$10,640	2				
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	45	$9,743	$8,197	$11,692	$9,900	1				

GEOGRAPHIC REGION VI RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
203 NEW ACCOUNTS REPRESENTATIVE										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	2	INSUFFICIENT DATA								
$30 TO $39 MILLION	5	$9,796	$8,620	$12,325	$10,166	2				
$40 TO $49 MILLION	7	$12,801	$10,291	$14,511	$13,358	2				
$50 TO $99 MILLION	20	$11,715	$8,807	$12,927	$11,645	2				
$100 TO $249 MILLION	25	$11,552	$9,741	$14,934	$11,350	6				
$250 TO $499 MILLION	6	$12,609	$10,227	$15,424	$11,764	11				
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	73	$11,796	$9,747	$14,652	$11,668	5				
204 TELEPHONE OPERATOR										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	22	$9,978	$8,325	$11,951	$10,168	1				
$100 TO $249 MILLION	24	$10,463	$8,654	$11,683	$10,100	1				
$250 TO $499 MILLION	6	$11,454	$8,758	$12,448	$10,885	1				
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	63	$10,338	$8,528	$11,891	$10,193	1				
205 SECRETARY										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	6	$10,997	$9,635	$13,050	$10,470	2				
$30 TO $39 MILLION	7	$11,412	$9,600	$14,000	$11,370	2				
$40 TO $49 MILLION	7	$13,560	$11,833	$18,499	$12,741	1				
$50 TO $99 MILLION	23	$11,798	$9,493	$13,880	$11,658	3				
$100 TO $249 MILLION	25	$11,862	$9,540	$14,541	$11,400	7				
$250 TO $499 MILLION	6	$11,721	$9,532	$13,966	$12,170	11				
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	82	$12,041	$9,837	$14,593	$11,754	6				
206 EXECUTIVE SECRETARY										
UNDER $20 MILLION	3	INSUFFICIENT DATA								
$20 TO $29 MILLION	5	$13,380	$13,000	$14,000	$13,300	1				
$30 TO $39 MILLION	4	INSUFFICIENT DATA								
$40 TO $49 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	23	$15,118	$12,056	$17,427	$13,500	2				
$100 TO $249 MILLION	24	$14,814	$11,087	$16,639	$14,390	2				
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	73	$15,163	$12,090	$17,614	$14,452	2				

GEOGRAPHIC REGION VI RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
207 LEGAL SECRETARY										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	5	$15,229 *	$10,737	$14,894	$12,552	1				
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	13	$13,668	$10,728	$15,389	$12,552	2				
208 UNIVERSAL TELLER										
UNDER $20 MILLION	6	$9,777	$7,467	$11,511	$9,417	9				
$20 TO $29 MILLION	9	$9,496	$8,033	$12,150	$9,500	7				
$30 TO $39 MILLION	10	$9,421	$8,589	$12,644	$9,150	9				
$40 TO $49 MILLION	7	$10,238	$7,510	$13,573	$10,200	9				
$50 TO $99 MILLION	27	$10,275	$8,354	$13,294	$10,124	15				
$100 TO $249 MILLION	24	$9,867	$8,234	$12,863	$10,003	28				
$250 TO $499 MILLION	6	$10,387	$9,103	$13,562	$9,934	47				
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	95	$10,047	$8,441	$13,074	$10,002	25				
209 HEAD TELLER										
UNDER $20 MILLION	4	INSUFFICIENT DATA								
$20 TO $29 MILLION	8	$13,029	$11,933	$15,133	$12,681	1				
$30 TO $39 MILLION	9	$12,599	$10,787	$13,493	$13,309	1				
$40 TO $49 MILLION	7	$13,152	$10,800	$14,400	$12,800	2				
$50 TO $99 MILLION	25	$14,011	$12,000	$16,225	$14,500	2				
$100 TO $249 MILLION	27	$12,809	$10,903	$15,703	$12,672	5				
$250 TO $499 MILLION	6	$12,979	$11,206	$16,847	$13,253	11				
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	90	$13,211	$11,338	$15,752	$13,023	5				
301 SR COMMERCIAL LOAN OFFICER										
$20 TO $29 MILLION	3	INSUFFICIENT DATA								
$30 TO $39 MILLION	4	INSUFFICIENT DATA								
$40 TO $49 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	13	$35,668	$29,966	$36,267	$33,500	2	44	14	9	6
$100 TO $249 MILLION	18	$44,176 *	$28,021	$43,686	$41,174	1	46	13	7	15
$250 TO $499 MILLION	6	$39,591	$29,100	$45,294	$37,575	2	45	16	4	3
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	55	$40,477	$30,595	$46,421	$39,750	2	44	14	7	8

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION VI RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
302 COMMERCIAL LOAN OFFICER										
UNDER $20 MILLION	3	INSUFFICIENT DATA								
$20 TO $29 MILLION	3	INSUFFICIENT DATA								
$30 TO $39 MILLION	4	INSUFFICIENT DATA								
$40 TO $49 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	12	$26,461	$22,433	$35,375	$24,750	1	41	14	6	1
$100 TO $249 MILLION	20	$29,268	$22,397	$31,732	$28,625	2	39	7	4	3
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	55	$28,220	$22,907	$34,818	$26,500	2	40	9	5	3
303 SR CONSUMER LOAN OFFICER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	2	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	10	$27,166	$22,547	$31,554	$25,175	2	40	12	8	4
$100 TO $249 MILLION	19	$36,241	$28,506	$38,396	$34,700	1	50	15	8	11
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
ALL BANKS	39	$31,166	$23,823	$34,691	$31,500	1	46	15	8	8
304 CONSUMER LOAN OFFICER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	5	$20,292 *	$13,500	$19,500	$20,000 *	1	33	5	4	3
$30 TO $39 MILLION	6	$19,796 *	$13,800	$17,000	$19,314 *	2	37	6	5	5
$40 TO $49 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	11	$21,010	$14,945	$27,720	$20,125	2	37	10	5	2
$100 TO $249 MILLION	24	$23,421	$18,867	$30,909	$22,425	2	41	12	6	13
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	59	$22,092	$16,844	$27,434	$21,000	2	39	11	5	7
305 SR MORTGAGE LOAN OFFICER										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	9	$35,356 *	$35,364	$52,899	$38,500	1	49	17	6	5
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	14	$37,593	$35,232	$52,399	$39,399	2	49	17	7	5

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION VI RESULTS -- 1986

						MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
306 MORTGAGE LOAN OFFICER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$22,693	$31,500		$22,510	2	36	11	5	2
$100 TO $249 MILLION	15	$22,161	$18,487	$27,747	$20,770	1	36	6	2	3
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	32	$22,594	$20,138	$29,443	$21,010	1	36	7	3	3
307 TRUST ACCOUNT ADMINISTRATOR										
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	7	$36,643 *	$17,020	$25,360	$42,000 *	1	41	9	5	21
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	18	$36,015	$27,573	$44,480	$37,750	1	39	9	5	15
308 CORPORATE TRUST OFFICER										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	6	$40,222			$42,000	1	43	12	8	22
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	17	$35,591	$26,969	$43,152	$36,500	1	44	12	10	13
309 PERSONAL TRUST OFFICER										
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	8	$28,101	$20,393	$29,272	$27,100	1	46	15	7	20
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	19	$27,919	$21,123	$30,194	$27,100	2	42	14	5	14

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION VI RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
310 STAFF ATTORNEY										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	6	$29,451	$27,104	$43,082	$33,950	1	50	16	12	1
311 INTERNAL AUDITOR										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	3	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	18	$19,205	$16,068	$24,283	$17,650	1	37	12	4	2
$100 TO $249 MILLION	22	$19,182	$16,167	$23,972	$17,634	1	35	8	4	1
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	53	$19,697	$16,882	$25,403	$18,233	1	35	9	4	2
312 LOAN REVIEW OFFICER										
$40 TO $49 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	13	$22,845	$16,640	$29,157	$22,500	1	37	6	3	4
$100 TO $249 MILLION	20	$24,680 *	$16,788	$22,937	$22,517	1	41	10	4	11
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	47	$25,211	$18,786	$29,516	$22,500	1	40	8	4	9
313 BUSINESS DEVELOPMENT OFFICER										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	9	$22,640	$18,786	$27,328	$19,095	1	46	11	3	1
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	21	$25,164	$19,699	$30,239	$23,500	1	47	12	3	1

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GEOGRAPHIC REGION VI   RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
314 SYSTEMS ANALYST										
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	8	$28,624	$23,616	$37,944	$29,775	2	35	8	3	7
315 SR COMPUTER PROGRAMMER										
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	7	$26,047	$19,384	$30,452	$25,694	4	35	9	7	4
316 COMPUTER PROGRAMMER										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	7	$18,981	$14,036	$20,097	$18,250	2	32	6	2	1
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	16	$19,307	$15,415	$23,337	$18,737	2	31	6	3	1
317 SR COMPUTER OPERATOR										
$30 TO $39 MILLION	3	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	7	$14,874	$10,540	$16,750	$12,000	1	31	7	3	3
$100 TO $249 MILLION	6	$17,470	$11,566	$19,967	$16,344	1	38	9	5	5
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	21	$16,272	$11,811	$18,219	$15,210	2	34	8	3	7

GEOGRAPHIC REGION VI RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN				
						NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
318 COMPUTER OPERATOR										
$20 TO $29 MILLION	3	INSUFFICIENT DATA								
$30 TO $39 MILLION	3	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	8	$10,667	$8,550	$11,729	$10,700	2	27	5	3	
$100 TO $249 MILLION	13	$11,094	$10,082	$14,126	$11,232	3	27	5	3	
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	36	$11,440	$10,103	$14,338	$11,390	3	28	5	3	1
319 STAFF APPRAISER										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	4	INSUFFICIENT DATA								
320 CONSUMER LOAN COLLECTOR										
UNDER $20 MILLION	3	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	12	$15,983 *	$9,677	$14,250	$13,815	2	44	5	3	2
$100 TO $249 MILLION	21	$14,377	$11,616	$16,752	$14,790	2	38	5	4	1
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	52	$14,481	$11,618	$17,270	$14,239	2	38	5	3	2
321 PERSONNEL ASSISTANT										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	11	$14,896	$12,438	$19,230	$14,500	1	33	10	5	2
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	19	$15,158	$12,730	$19,748	$14,500	1	32	7	3	2

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GEOGRAPHIC REGION VI RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
322 EMPLOYMENT INTERVIEWER										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	8	$24,778	$16,260	$24,850	$19,800	1	45	14	8	63
323 ASST BRANCH MANAGER(LARGE +31)										
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	5	$23,424	$20,275	$30,475	$22,042	5	41	12	3	37
324 ASST BRANCH MANAGER(MED 10-30)										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	7	$19,660	$15,965	$21,982	$18,500	2	43	15	4	15
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	18	$20,281	$16,800	$23,827	$19,755	3	44	15	4	13
325 ASST BRANCH MANAGER(SMALL 10)										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	2	INSUFFICIENT DATA								
$30 TO $39 MILLION	4	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	11	$15,323	$14,256	$20,915	$14,700	2	39	10	4	5
$100 TO $249 MILLION	16	$16,804	$14,899	$23,272	$15,975	2	40	10	4	7
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
ALL BANKS	42	$16,148	$15,041	$22,586	$15,543	3	39	9	4	5

GEOGRAPHIC REGION VI RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
326 ACCOUNTANT										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	8	$22,873	$15,493	$23,317	$18,900	1	34	8	3	3
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	21	$19,967	$15,432	$23,641	$18,000	2	32	7	4	5
327 OFFICER TRAINEE (B.A.)										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	8	$13,126	$12,378	$14,841	$12,300 *	2	25	2	2	
$100 TO $249 MILLION	5	$15,014 *	$15,800	$23,700	$15,000 *	2	25	2	1	1
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	20	$14,614	$13,482	$19,254	$14,934	3	24	2	1	1
328 OFFICER TRAINEE (M.A.)										
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	2	INSUFFICIENT DATA								
329 ADVERTISING OFFICER										
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	6	$21,678 *	$11,600	$19,421	$17,759	1	41	11	5	1
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	14	$23,757	$16,146	$25,792	$22,209	1	42	8	4	1

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GEOGRAPHIC REGION VI RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
330 NEW ACCOUNTS OFFICER										
$20 TO $29 MILLION	2	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	10	$14,748	$12,567	$20,900	$14,617	1	42	13	6	7
$100 TO $249 MILLION	5	$16,912	$13,450	$19,750	$17,040	2	46	16	4	4
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	25	$16,649	$14,388	$22,316	$16,200	2	43	15	5	4
401 CHIEF EXECUTIVE OFFICER										
UNDER $20 MILLION	6	$54,800 *	$24,000	$24,000	$49,000 *	3	50	19	11	14
$20 TO $29 MILLION	9	$49,036	$45,000	$55,000	$49,875	1	48	11	7	22
$30 TO $39 MILLION	10	$49,198 *	$63,000	$67,500	$44,760 *	1	48	12	5	30
$40 TO $49 MILLION	8	$63,003	$50,000	$85,000	$59,750	1	43	13	9	26
$50 TO $99 MILLION	27	$68,710	$51,873	$81,040	$62,400	2	52	18	12	40
$100 TO $249 MILLION	27	$85,110	$60,921	$97,743	$82,000	1	54	21	10	85
$250 TO $499 MILLION	6	$112,350	$100,650	$184,500	$119,750	1	51	16	6	215
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	99	$77,085	$68,260	$105,461	$64,500 *	2	51	17	9	103
402 CHIEF ADMINISTRATIVE OFFICER										
UNDER $20 MILLION	5	$37,401 *	$21,600	$21,600	$30,000 *	3	35	8	6	13
$20 TO $29 MILLION	5	$27,812 *	$38,500	$48,500	$24,260 *	1	47	16	4	19
$30 TO $39 MILLION	3	INSUFFICIENT DATA								
$40 TO $49 MILLION	5	$42,973			$43,500	1	39	9	7	18
$50 TO $99 MILLION	16	$46,071	$33,890	$53,550	$47,169	4	43	15	7	31
$100 TO $249 MILLION	20	$64,998	$52,630	$77,696	$59,106	1	46	17	6	81
$250 TO $499 MILLION	6	$74,434	$62,667	$99,650	$71,000	1	52	22	5	224
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	67	$57,552	$48,709	$75,371	$53,000	2	45	16	6	99
403 CHIEF FINANCIAL OFFICER										
$30 TO $39 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	8	$33,669	$29,864	$43,000	$28,750 *	1	33	15	6	21
$100 TO $249 MILLION	10	$48,231	$33,623	$52,192	$46,227	1	47	17	8	31
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	29	$43,556	$33,570	$52,778	$43,464	1	43	17	7	22

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GEOGRAPHIC REGION VI RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
404 SR OPERATIONS OFFICER										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	3	INSUFFICIENT DATA								
$30 TO $39 MILLION	6	$29,937 *	$38,000	$38,000	$28,750 *	1	40	11	5	26
$40 TO $49 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	18	$30,571	$24,873	$38,997	$31,400	1	42	14	5	25
$100 TO $249 MILLION	23	$41,667	$31,031	$49,179	$40,030	1	46	15	7	36
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	63	$37,312	$31,867	$50,431	$34,000	1	44	15	6	53
405 OPERATIONS OFFICER										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	6	$16,603	$12,333	$21,167	$16,110	1	42	13	6	7
$30 TO $39 MILLION	4	INSUFFICIENT DATA								
$40 TO $49 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	11	$21,489	$16,727	$24,330	$22,000	4	45	19	5	17
$100 TO $249 MILLION	19	$22,839	$18,584	$28,301	$22,201	2	41	15	6	16
$250 TO $499 MILLION	5	$24,719	$20,786	$31,871	$21,500	4	42	14	2	25
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	55	$23,114	$20,014	$31,479	$21,050	2	42	16	6	23
406 PERSONNEL OFFICER/DIRECTOR										
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	14	$27,902	$19,102	$30,312	$23,500	1	47	17	7	15
$100 TO $249 MILLION	22	$26,407	$23,538	$37,158	$24,760	1	~~44~~	15	6	9
$250 TO $499 MILLION	6	$31,317	$27,361	$42,603	$30,850	1	45	21	8	4
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	52	$30,654	$26,568	$41,628	$28,050	1	45	15	7	11
407 MARKETING OFFICER										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	2	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$26,222	$22,000	$33,500	$23,500	1	43	13	3	2
$100 TO $249 MILLION	16	$25,704	$21,926	$35,111	$23,300	1	37	8	4	3
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	36	$29,428	$24,375	$38,814	$27,375	1	41	9	4	5

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION VI RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
408 CONTROLLER										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	14	$33,735	$29,878	$47,713	$37,200	1	38	8	4	4
$250 TO $499 MILLION	5	$39,220	$34,092	$53,150	$37,800	1	36	8	3	14
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	29	$35,228	$31,603	$50,937	$37,500	1	40	11	3	7
409 GENERAL ACCOUNTING MANAGER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	8	$20,476	$17,245	$26,161	$20,460	1	47	19	6	7
$100 TO $249 MILLION	9	$22,525 *	$22,803	$32,209	$22,356 *	1	47	19	7	5
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	29	$21,634	$21,333	$31,088	$19,500 *	1	44	16	5	6
410 BRANCH ADMINISTRATION OFFICER										
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	11	$31,854	$25,418	$43,110	$33,525	1	46	20	4	42
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	25	$40,668	$33,601	$55,746	$37,538	1	46	17	5	72
411 BRANCH MANAGER (LARGE +31)										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	11	$41,723	$29,620	$47,200	$37,000	4	47	14	5	34

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION VI RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
412 BRANCH MANAGER (MEDIUM 10-30)										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	13	$30,465	$20,295	$31,229	$30,695	2	45	15	7	17
$250 TO $499 MILLION	5	$30,432	$24,710	$38,274	$32,375	3	50	16	5	13
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	30	$30,330	$23,601	$36,436	$30,526	3	45	14	6	15
413 BRANCH MANAGER (SMALL 10)										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	6	$18,675 *	$14,000	$16,500	$18,375 *	1	37	9	4	4
$30 TO $39 MILLION	6	$23,721 *	$20,000	$23,400	$24,720 *	2	43	10	6	4
$40 TO $49 MILLION	6	$25,491	$14,000	$30,000	$23,833	2	38	12	7	4
$50 TO $99 MILLION	22	$18,353	$14,532	$21,034	$17,976	3	41	12	5	5
$100 TO $249 MILLION	24	$22,220	$16,427	$27,379	$20,948	5	44	11	4	9
$250 TO $499 MILLION	6	$24,547	$21,294	$33,749	$23,410	7	43	15	5	6
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	79	$21,616	$16,828	$26,041	$21,240	4	42	12	5	7
414 DATA PROCESSING DIRECTOR										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	12	$35,958	$28,458	$42,323	$38,128	1	39	6	6	13
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	23	$38,008	$30,406	$47,164	$38,000	1	40	8	6	19
415 COMPUTER CENTER MANAGER										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	7	$25,139 *	$14,063	$24,435	$25,170 *	1	33	6	3	10
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	13	$25,768	$20,465	$35,234	$24,200	1	34	8	2	9

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GEOGRAPHIC REGION VI RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
416 SYSTEMS & PROGRAMMING MANAGER										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	7	$36,236	$28,833	$51,200	$32,400	1	43	13	6	26
417 DP OPERATIONS SUPERVISOR										
$20 TO $29 MILLION	4	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	7	$19,058 *	$14,356	$18,911	$17,050	1	31	7	3	7
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	22	$19,087	$16,190	$23,911	$16,650	1	31	8	3	8
418 PURCHASING MANAGER										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$15,084	$12,766	$18,125	$16,250	1	44	12	4	
$100 TO $249 MILLION	14	$20,198	$16,004	$23,098	$17,591	1	39	11	5	20
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	31	$22,671	$18,826	$29,145	$18,360 *	1	42	13	6	14
419 COMMERCIAL CREDIT DEPT MANAGER										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	9	$22,892	$17,050	$26,900	$20,750	1	34	5	2	5
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	26	$27,864	$26,334	$42,442	$24,500 *	1	36	11	5	11

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GEOGRAPHIC REGION VI RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
420 CONSUMER LOAN DEPT MANAGER										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$23,187	$17,988	$25,702	$22,710	1	45	15	10	5
$100 TO $249 MILLION	12	$29,975 *	$31,919	$49,149	$31,115 *	1	44	14	4	17
$250 TO $499 MILLION	5	$42,780	$34,152	$53,438	$42,400	1	47	13	7	11
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	34	$30,388	$30,045	$47,760	$28,850 *	1	46	14	7	23
421 MORTGAGE LOAN DEPT MANAGER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	9	$25,710 *	$30,000	$46,281	$22,000 *	1	35	8	5	25
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	22	$30,804	$27,176	$40,638	$24,750 *	1	39	7	4	18
422 COMMERCIAL LOAN DEPT MANAGER										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	3	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	8	$32,908	$29,336	$47,445	$35,050	2	41	10	6	5
$100 TO $249 MILLION	11	$48,996	$35,624	$55,687	$47,625	1	44	11	5	35
$250 TO $499 MILLION	5	$54,340	$42,077	$68,188	$54,000	1	42	13	5	12
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	36	$46,571	$40,113	$65,884	$45,660	1	43	13	5	43
423 SR TRUST OFFICER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	12	$35,147	$24,917	$43,650	$34,260	1	46	13	9	4
$100 TO $249 MILLION	15	$42,070	$30,349	$46,040	$42,000	1	48	16	8	11
$250 TO $499 MILLION	5	$57,100	$43,875	$71,400	$55,500	1	46	15	8	10
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	40	$45,505	$36,737	$59,821	$42,950	1	48	16	8	13

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GEOGRAPHIC REGION VI RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
424 TRUST OPERATIONS MANAGER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	10	$24,369	$23,533	$33,300	$20,500 *	1	45	12	5	17
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	25	$26,718	$22,356	$34,955	$26,000	1	41	13	5	10
425 TELEPHONE SUPERVISOR										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	6	$16,441	$14,033	$22,433	$15,188	1	34	13	3	7
426 COMPENSATION & BENEFITS MGR										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	5	$31,620	$26,467	$49,800	$26,000 *	1	45	20	6	8
427 PAYROLL SUPERVISOR										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	14	$19,712	$16,444	$28,667	$18,800	1	46	20	10	8

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GEOGRAPHIC REGION VI RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
428 INTERNAL AUDIT MANAGER										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	9	$25,707	$20,987	$31,941	$24,916	1	40	8	3	2
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	16	$27,396	$24,191	$38,811	$27,458	1	39	9	5	4
429 SECURITY MANAGER										
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	7	$25,509	$18,485	$28,420	$26,900	1	45	16	8	6
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	19	$28,507	$22,899	$36,091	$28,500	1	48	15	7	6
430 CONSUMER LOAN COLLECTION MGR										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	7	$20,586	$14,585	$20,852	$15,000	1	39	9	5	2
$100 TO $249 MILLION	13	$23,298 *	$16,614	$23,203	$21,324	1	42	4	3	3
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	30	$23,926	$17,317	$25,607	$22,200	1	43	8	5	5
431 TRAINING DIRECTOR										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	9	$16,550	$14,254	$21,158	$16,750	1	36	6	3	1
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	19	$21,284	$16,942	$25,959	$18,650	1	39	7	2	8

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GEOGRAPHIC REGION VI RESULTS -- 1986

						MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
432 EMPLOYMENT MANAGEMENT										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	6	$32,333 *	$20,000	$31,950	$29,550	1	44	23	11	33
433 SR BUSINESS DEVELOPMENT OFFICE										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	11	$37,436	$27,533	$43,433	$36,000	1	52	17	5	6
434 SR INTERNATIONAL BANKING OFFIC										
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	5	$41,000	$33,240	$55,540	$39,300	1	35	8	2	7
435 SR INVESTMENT OFFICER										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	6	$44,290	$35,606	$53,022	$45,750	1	49	15	9	24
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	14	$50,295	$37,720	$60,077	$50,750	1	50	16	8	17

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GEOGRAPHIC REGION VI RESULTS -- 1986

436 SR CORRESPONDENT BANKING OFFIC	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	3	INSUFFICIENT DATA								

Region VII West-North Central

Iowa
Kansas
Minnesota
Missouri
Nebraska
North Dakota
South Dakota

GEOGRAPHIC REGION VII RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
101 FILE CLERK	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	3	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	6	$8,727	$8,446	$10,307	$8,660	3				
$50 TO $99 MILLION	24	$9,929	$8,524	$12,709	$9,530	3				
$100 TO $249 MILLION	32	$9,729	$8,183	$11,903	$9,650	3				
$250 TO $499 MILLION	6	$10,317	$9,693	$13,262	$10,430	4				
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	10	$10,590	$9,500	$13,363	$10,505	6				
ALL BANKS	86	$10,043	$8,653	$12,371	$9,835	4				
102 GENERAL CLERK										
UNDER $20 MILLION	4	INSUFFICIENT DATA								
$20 TO $29 MILLION	5	$13,242	$11,220	$15,600	$12,800	2				
$30 TO $39 MILLION	5	$10,881	$10,065	$13,620	$11,000	2				
$40 TO $49 MILLION	11	$10,805	$8,939	$12,823	$10,778	3				
$50 TO $99 MILLION	31	$11,790	$9,656	$14,215	$11,719	3				
$100 TO $249 MILLION	32	$11,005	$8,881	$13,673	$11,183	7				
$250 TO $499 MILLION	5	$11,721	$10,162	$14,003	$11,088	10				
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$11,133	$9,997	$14,730	$10,423	50				
ALL BANKS	102	$11,380	$9,419	$13,963	$11,173	8				
103 CLERK TYPIST										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	2	INSUFFICIENT DATA								
$30 TO $39 MILLION	4	INSUFFICIENT DATA								
$40 TO $49 MILLION	5	$10,766	$9,594	$18,460	$10,145	3				
$50 TO $99 MILLION	16	$10,535	$9,280	$13,784	$10,300	2				
$100 TO $249 MILLION	19	$11,076	$9,680	$14,230	$10,950	3				
$250 TO $499 MILLION	6	$11,062	$10,216	$14,219	$11,186	3				
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	8	$11,975	$10,300	$14,733	$12,163	5				
ALL BANKS	64	$11,028	$9,799	$14,334	$10,925	3				
104 DATA ENTRY OPERATOR										
$20 TO $29 MILLION	4	INSUFFICIENT DATA								
$30 TO $39 MILLION	3	INSUFFICIENT DATA								
$40 TO $49 MILLION	8	$12,475	$10,913	$13,883	$13,130	2				
$50 TO $99 MILLION	27	$11,687	$9,407	$13,558	$11,340	2				
$100 TO $249 MILLION	36	$11,480	$9,228	$13,817	$11,430	2				
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	10	$12,545	$11,120	$16,296	$12,006	17				
ALL BANKS	95	$11,776	$9,693	$14,111	$11,604	4				

GEOGRAPHIC REGION VII RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
105 MAIL CLERK										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	8	$9,660	$7,896	$11,413	$9,610	1				
$100 TO $249 MILLION	21	$10,137	$8,528	$12,004	$9,684	1				
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	11	$10,575	$9,340	$13,281	$10,841	4				
ALL BANKS	48	$10,156	$8,718	$12,360	$10,044	2				
106 ACCOUNTING CLERK - SR										
UNDER $20 MILLION	3	INSUFFICIENT DATA								
$20 TO $29 MILLION	4	INSUFFICIENT DATA								
$30 TO $39 MILLION	7	$13,520	$12,250	$14,400	$13,680	1				
$40 TO $49 MILLION	15	$14,042	$11,478	$16,152	$13,800	2				
$50 TO $99 MILLION	31	$15,556	$12,391	$17,449	$15,000	1				
$100 TO $249 MILLION	21	$15,310	$11,576	$17,258	$15,158	2				
$250 TO $499 MILLION	5	$15,936	$13,004	$18,857	$14,400	1				
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	10	$17,083	$14,436	$20,694	$15,599	9				
ALL BANKS	99	$15,136	$12,378	$17,805	$14,715	3				
107 ACCOUNTING CLERK										
UNDER $20 MILLION	3	INSUFFICIENT DATA								
$20 TO $29 MILLION	5	$15,529	$12,740	$17,882	$14,465	1				
$30 TO $39 MILLION	12	$11,197	$9,840	$13,170	$10,750	1				
$40 TO $49 MILLION	11	$10,906	$10,094	$13,924	$10,320	2				
$50 TO $99 MILLION	40	$12,690	$10,361	$15,072	$12,636	2				
$100 TO $249 MILLION	43	$12,608	$9,967	$14,662	$12,776	3				
$250 TO $499 MILLION	7	$12,047	$11,087	$15,457	$11,902	4				
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	10	$13,326	$11,355	$16,475	$13,360	10				
ALL BANKS	134	$12,445	$10,417	$15,080	$12,492	3				
108 PROOF MACHINE OPERATOR										
UNDER $20 MILLION	6	$10,682 *	$10,824	$14,748	$11,338	2				
$20 TO $29 MILLION	9	$12,040	$9,902	$13,545	$12,500	1				
$30 TO $39 MILLION	13	$10,415	$9,800	$12,400	$9,890	2				
$40 TO $49 MILLION	19	$11,586	$9,737	$12,657	$11,820	2				
$50 TO $99 MILLION	50	$11,089	$8,786	$12,949	$10,980	2				
$100 TO $249 MILLION	50	$10,885	$9,198	$13,463	$10,806	4				
$250 TO $499 MILLION	7	$11,319	$10,080	$14,010	$10,980	6				
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	10	$11,638	$9,996	$14,470	$11,240	9				
ALL BANKS	167	$11,086	$9,319	$13,345	* $11,059	3				

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GEOGRAPHIC REGION VII RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
109 WORD PROCESSING OPERATOR										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	8	$10,958	$9,763	$14,283	$10,667	1				
$100 TO $249 MILLION	19	$12,420	$10,402	$14,854	$12,346	1				
$250 TO $499 MILLION	5	$13,994	$11,833	$16,850	$13,152	2				
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	11	$14,143	$12,188	$17,649	$14,510	5				
ALL BANKS	50	$12,625	$11,006	$15,864	$12,298	3				
110 BOOKKEEPING MACHINE OPERATOR										
UNDER $20 MILLION	4	INSUFFICIENT DATA								
$20 TO $29 MILLION	2	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	14	$10,778	$8,616	$11,452	$10,600	3				
111 MAINTENANCE SERVICE WORKER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	9	$13,571 *	$13,883	$17,119	$14,148	2				
$100 TO $249 MILLION	18	$13,232	$9,565	$13,883	$12,750	2				
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$16,843	$13,165	$18,939	$17,129	3				
ALL BANKS	41	$13,718	$11,154	$15,798	$14,082	2				
112 CUSTODIAN										
UNDER $20 MILLION	4	INSUFFICIENT DATA								
$20 TO $29 MILLION	4	INSUFFICIENT DATA								
$30 TO $39 MILLION	6	$11,024 *	$8,516	$10,450	$10,712 *	2				
$40 TO $49 MILLION	9	$9,509	$8,880	$11,960	$10,165	1				
$50 TO $99 MILLION	21	$12,593	$8,614	$13,215	$11,232	1				
$100 TO $249 MILLION	20	$12,203 *	$10,547	$12,186	$11,928	2				
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	5	$13,444	$9,633	$14,451	$12,498	8				
ALL BANKS	70	$11,650	$9,373	$12,557	$10,920	2				

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GEOGRAPHIC REGION VII RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
113 MESSENGER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	9	$10,520	$8,282	$12,980	$10,200	1				
$100 TO $249 MILLION	27	$10,167	$8,729	$12,388	$9,598	2				
$250 TO $499 MILLION	5	$10,988	$9,916	$13,736	$10,008	2				
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	7	$11,066	$9,453	$13,467	$10,626	7				
ALL BANKS	53	$10,365	$8,942	$12,815	$10,080	2				
114 SECURITY GUARD										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	12	$14,503	$10,154	$15,867	$13,923	4				
$250 TO $499 MILLION	5	$14,979	$12,212	$16,815	$15,090	4				
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	8	$13,843	$11,552	$16,800	$13,231	10				
ALL BANKS	30	$14,160	$10,793	$15,888	$13,691	6				
201 SAFE DEPOSIT CLERK										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	5	$11,826	$10,930	$14,950	$11,400	1				
$50 TO $99 MILLION	30	$12,204	$9,477	$14,733	$12,025	1				
$100 TO $249 MILLION	47	$11,611	$9,472	$13,475	$11,496	1				
$250 TO $499 MILLION	7	$12,721	$10,614	$14,783	$13,668	2				
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	7	$12,914	$10,320	$14,775	$12,960	4				
ALL BANKS	102	$12,007	$9,694	$14,092	$11,775	2				
202 RECEPTIONIST										
UNDER $20 MILLION	3	INSUFFICIENT DATA								
$20 TO $29 MILLION	3	INSUFFICIENT DATA								
$30 TO $39 MILLION	5	$10,842	$9,180	$11,940	$10,740	1				
$40 TO $49 MILLION	10	$11,625	$10,833	$14,595	$11,740	1				
$50 TO $99 MILLION	27	$11,245	$9,453	$13,462	$11,180	1				
$100 TO $249 MILLION	27	$10,984	$9,483	$13,636	$11,107	2				
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	12	$12,351	$10,837	$15,369	$12,297	7				
ALL BANKS	94	$11,423	$9,913	$14,044	$11,284	2				

GEOGRAPHIC REGION VII RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
203 NEW ACCOUNTS REPRESENTATIVE										
UNDER $20 MILLION	3	INSUFFICIENT DATA								
$20 TO $29 MILLION	6	$12,270	$10,917	$14,789	$11,686	1				
$30 TO $39 MILLION	9	$13,755	$11,960	$15,573	$13,244	1				
$40 TO $49 MILLION	18	$12,833	$11,334	$15,668	$12,432	2				
$50 TO $99 MILLION	46	$12,630	$9,925	$15,401	$12,550	2				
$100 TO $249 MILLION	50	$12,883	$10,868	$16,074	$12,782	4				
$250 TO $499 MILLION	6	$14,073	$12,106	$17,509	$14,781	5				
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	8	$15,300	$12,828	$19,719	$15,117	11				
ALL BANKS	149	$13,031	$10,901	$16,290	$12,694	3				
204 TELEPHONE OPERATOR										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	5	$9,603	$8,707	$10,567	$8,840	1				
$40 TO $49 MILLION	5	$13,340 *	$10,510	$12,715	$13,520 *	1				
$50 TO $99 MILLION	24	$10,907	$9,279	$13,999	$11,149	1				
$100 TO $249 MILLION	40	$10,908	$9,157	$13,058	$10,980	1				
$250 TO $499 MILLION	7	$11,504	$9,814	$13,594	$11,220	2				
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	9	$13,774	$10,407	$15,160	$13,350	3				
ALL BANKS	93	$11,305	$9,445	$13,516	$11,220	1				
205 SECRETARY										
UNDER $20 MILLION	4	INSUFFICIENT DATA								
$20 TO $29 MILLION	9	$11,570 *	$12,979	$17,763	$11,220 *	2				
$30 TO $39 MILLION	10	$12,272	$10,000	$13,500	$11,749	2				
$40 TO $49 MILLION	18	$11,895	$10,241	$14,960	$11,780	2				
$50 TO $99 MILLION	41	$12,795	$10,058	$15,146	$12,762	3				
$100 TO $249 MILLION	43	$13,283	$10,421	$15,893	$13,286	4				
$250 TO $499 MILLION	7	$13,362	$11,908	$16,855	$13,170	6				
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	12	$14,934	$12,230	$18,090	$15,218	25				
ALL BANKS	147	$12,879	$10,663	$15,928	$12,885	5				
206 EXECUTIVE SECRETARY										
UNDER $20 MILLION	8	$13,835 *	$12,264	$10,410	$12,011 *	1				
$20 TO $29 MILLION	5	$15,092	$11,527	$16,260	$16,220	1				
$30 TO $39 MILLION	10	$16,551 *	$12,773	$16,110	$16,100	1				
$40 TO $49 MILLION	11	$14,830	$13,684	$18,816	$13,872	1				
$50 TO $99 MILLION	42	$16,777	$12,761	$18,659	$16,160	1				
$100 TO $249 MILLION	50	$16,974	$12,867	$19,023	$16,290	2				
$250 TO $499 MILLION	6	$17,927	$14,596	$20,970	$17,546	2				
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	12	$19,627	$15,123	$22,333	$19,141	8				
ALL BANKS	147	$16,724	$13,167	$18,986	$16,500	2				

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GEOGRAPHIC REGION VII RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
207 LEGAL SECRETARY										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	5	$15,718			$14,220	1				
$50 TO $99 MILLION	9	$15,206 *	$11,195	$15,171	$12,708	2				
$100 TO $249 MILLION	5	$12,255	$10,460	$16,366	$12,480	2				
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	26	$14,882	$11,575	$16,628	$13,315	2				
208 UNIVERSAL TELLER										
UNDER $20 MILLION	11	$10,759 *	$12,606	$15,804	$10,256 *	4				
$20 TO $29 MILLION	12	$10,177 *	$10,796	$14,387	$10,800	4				
$30 TO $39 MILLION	15	$10,814 *	$24,109	$12,802	$11,056 *	6				
$40 TO $49 MILLION	20	$10,509	$8,907	$13,383	$10,352	7				
$50 TO $99 MILLION	52	$10,913	$8,965	$13,984	$10,800	12				
$100 TO $249 MILLION	49	$11,003	$9,399	$14,206	$11,127	18				
$250 TO $499 MILLION	5	$11,993	$11,265	$15,270	$12,033	41				
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	9	$12,497	$11,081	$16,427	$12,683	41				
ALL BANKS	176	$10,944	$10,331	$14,286	$10,988	14				
209 HEAD TELLER										
UNDER $20 MILLION	10	$15,007		$600	$15,300	1				
$20 TO $29 MILLION	10	$14,870	$12,200	$16,595	$14,584	1				
$30 TO $39 MILLION	11	$14,349	$12,227	$16,173	$14,100	1				
$40 TO $49 MILLION	21	$14,464	$12,367	$16,626	$14,100	1				
$50 TO $99 MILLION	46	$15,132	$11,602	$17,301	$14,940	2				
$100 TO $249 MILLION	42	$14,748	$11,937	$17,869	$14,150	2				
$250 TO $499 MILLION	6	$15,281	$12,932	$18,242	$15,032	4				
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	9	$15,384	$12,909	$19,247	$15,529	7				
ALL BANKS	158	$14,842	$12,046	$17,437	$14,450	2				
301 SR COMMERCIAL LOAN OFFICER										
UNDER $20 MILLION	4	INSUFFICIENT DATA								
$20 TO $29 MILLION	7	$34,193	$28,880	$44,600	$36,000	1	39	3	2	4
$30 TO $39 MILLION	6	$35,663	$29,640	$44,520	$36,140	1	37	9	5	3
$40 TO $49 MILLION	13	$37,347	$29,385	$38,940	$36,900	1	40	4	3	4
$50 TO $99 MILLION	37	$39,724	$30,900	$48,040	$40,000	1	40	9	5	10
$100 TO $249 MILLION	48	$44,593	$31,698	$48,393	$44,286	2	42	5	4	7
$250 TO $499 MILLION	5	$46,951	$32,127	$49,413	$43,500	3	46	11	3	17
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$50,108	$39,659	$64,649	$50,063	10	44	11	2	3
ALL BANKS	129	$41,616	$31,848	$48,832	$41,500	2	41	8	4	7

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GEOGRAPHIC REGION VII RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
302 COMMERCIAL LOAN OFFICER										
UNDER $20 MILLION	3	INSUFFICIENT DATA								
$20 TO $29 MILLION	3	INSUFFICIENT DATA								
$30 TO $39 MILLION	10	$27,223	$18,480	$27,720	$25,050	1	33	6	4	8
$40 TO $49 MILLION	14	$26,147	$21,827	$29,440	$25,921	1	36	5	4	1
$50 TO $99 MILLION	34	$29,054	$23,635	$34,110	$29,632	2	36	7	4	2
$100 TO $249 MILLION	42	$30,534	$22,943	$35,609	$29,360	2	35	6	3	3
$250 TO $499 MILLION	5	$33,955	$23,707	$37,632	$32,500	5	37	8	5	2
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	7	$29,578	$24,204	$37,673	$27,900	3	29	5	1	2
ALL BANKS	121	$29,101	$23,002	$34,165	$28,500	2	35	6	4	3
303 SR CONSUMER LOAN OFFICER										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	2	INSUFFICIENT DATA								
$30 TO $39 MILLION	6	$29,163	$23,540	$34,060	$28,000	1	40	11	7	5
$40 TO $49 MILLION	8	$26,857 *	$15,000	$25,000	$29,790 *	1	47	9	5	4
$50 TO $99 MILLION	31	$29,833	$23,224	$36,275	$29,000	1	44	11	6	3
$100 TO $249 MILLION	32	$31,804	$22,922	$33,796	$31,050	1	47	15	6	5
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	91	$31,877	$23,933	$36,927	$30,030	1	45	12	6	4
304 CONSUMER LOAN OFFICER										
UNDER $20 MILLION	8	$18,968			$17,500	1	36	8	6	3
$20 TO $29 MILLION	8	$23,039	$18,887	$29,413	$22,745	1	34	9	4	7
$30 TO $39 MILLION	9	$21,279	$17,650	$22,500	$20,451	1	40	8	4	1
$40 TO $49 MILLION	13	$20,468	$16,900	$24,873	$19,800	1	36	6	4	3
$50 TO $99 MILLION	45	$20,574	$16,487	$24,370	$20,650	2	36	9	4	2
$100 TO $249 MILLION	38	$21,916	$17,607	$27,815	$21,592	2	36	10	4	2
$250 TO $499 MILLION	6	$24,047	$19,298	$30,540	$23,388	2	38	14	6	3
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	7	$24,483	$21,641	$34,087	$24,519	521	39	15	5	3
ALL BANKS	136	$21,496	$17,959	$27,537	$21,225	26	37	9	4	3
305 SR MORTGAGE LOAN OFFICER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	9	$31,290 *	$19,800	$30,000	$28,000	1	41	9	5	3
$100 TO $249 MILLION	15	$35,435 *	$22,243	$32,849	$35,500 *	1	45	15	6	3
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	37	$35,261	$24,998	$40,011	$34,000	1	42	12	4	3

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION VII RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
306 MORTGAGE LOAN OFFICER	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	4	INSUFFICIENT DATA								
$40 TO $49 MILLION	5	$25,030			$21,700	1	42	13	6	1
$50 TO $99 MILLION	24	$24,423	$19,618	$29,539	$23,976	1	40	7	4	1
$100 TO $249 MILLION	31	$25,330	$19,094	$28,755	$23,800	1	37	6	3	2
$250 TO $499 MILLION	5	$26,752	$26,694	$39,194	$30,050	2	39	9	6	2
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	5	$26,587	$21,928	$34,055	$28,350	3	52	26	29	2
ALL BANKS	79	$25,242	$20,435	$30,452	$24,000	1	39	8	4	2
307 TRUST ACCOUNT ADMINISTRATOR										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	9	$31,031 *	$33,795	$40,978	$34,980	1	45	7	4	3
$100 TO $249 MILLION	16	$30,788	$23,132	$35,431	$29,800	1	38	9	7	4
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	34	$30,907	$25,581	$36,869	$29,800	2	40	8	5	4
308 CORPORATE TRUST OFFICER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	10	$31,050	$22,104	$35,538	$33,075	2	37	7	5	3
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	23	$30,931	$24,188	$39,540	$31,866	2	36	7	4	2
309 PERSONAL TRUST OFFICER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$23,048	$21,530	$24,470	$22,830	1	40	11	6	3
$100 TO $249 MILLION	13	$27,531	$18,869	$30,937	$27,240	1	44	12	6	3
$250 TO $499 MILLION	5	$28,275	$21,967	$32,475	$26,231	2	46	15	5	1
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$34,187	$29,003	$45,845	$32,014	8	39	7	2	1
ALL BANKS	35	$27,708	$21,771	$33,485	$27,049	1	41	12	6	2

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* MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION VII RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
310 STAFF ATTORNEY										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	15	$42,845	$34,184	$53,974	$43,756	1	38	3	3	1
311 INTERNAL AUDITOR										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	3	INSUFFICIENT DATA								
$30 TO $39 MILLION	3	INSUFFICIENT DATA								
$40 TO $49 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	22	$20,649	$13,887	$21,123	$18,888	1	38	9	3	1
$100 TO $249 MILLION	32	$20,962	$16,263	$24,893	$18,718	1	34	7	3	2
$250 TO $499 MILLION	6	$25,906	$22,491	$32,447	$23,667	2	34	4	2	3
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$30,527 *	$19,135	$29,572	$22,774	745	28	4	3	
ALL BANKS	80	$21,916	$16,767	$25,254	$19,272	49	35	8	3	3
312 LOAN REVIEW OFFICER										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	3	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	10	$26,365	$23,730	$33,609	$22,500 *	1	40	9	3	4
$100 TO $249 MILLION	21	$28,456	$21,993	$35,411	$28,000	1	35	8	3	4
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$39,077	$29,593	$48,389	$40,264	2	43	7	1	2
ALL BANKS	47	$28,618	$24,648	$38,592	$27,899	1	36	8	3	3
313 BUSINESS DEVELOPMENT OFFICER										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$25,483 *	$16,827	$23,970	$26,500 *	1	39	6	3	7
$100 TO $249 MILLION	16	$29,139	$22,948	$33,542	$28,350	1	47	11	5	1
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	7	$34,516	$25,888	$42,739	$36,750	5	33	4	1	2
ALL BANKS	31	$29,869	$22,910	$34,865	$29,208	2	43	9	4	3

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GEOGRAPHIC REGION VII RESULTS -- 1986

						MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
314 SYSTEMS ANALYST										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	8	$24,414	$18,468	$29,885	$22,703	1	34	5	2	1
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	9	$32,838	$23,991	$39,162	$32,100	360	33	5	2	
ALL BANKS	24	$28,076	$21,749	$35,068	$28,380	136	36	5	2	2
315 SR COMPUTER PROGRAMMER										
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	6	$28,475 *	$16,072	$23,958	$28,750 *	1	38	11	8	3
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	8	$29,585	$20,823	$33,315	$29,077	445	37	4	3	
ALL BANKS	20	$28,193	$20,436	$31,750	$29,077	179	36	7	5	2
316 COMPUTER PROGRAMMER										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	11	$18,114	$14,054	$20,018	$18,560	1	33	6	4	
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	8	$24,220	$18,774	$30,585	$24,580	384	32	4	3	
ALL BANKS	26	$20,538	$17,709	$26,831	$20,695	119	32	7	3	
317 SR COMPUTER OPERATOR										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	2	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	8	$14,727 *	$10,750	$14,222	$14,930 *	1	36	7	4	3
$100 TO $249 MILLION	12	$16,560	$12,499	$18,945	$16,066	1	35	9	3	2
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	8	$19,338	$15,611	$23,925	$18,784	468	34	10	2	3
ALL BANKS	39	$16,904	$13,795	$20,456	$17,100	99	36	8	4	3

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GEOGRAPHIC REGION VII RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
318 COMPUTER OPERATOR										
UNDER $20 MILLION	4	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	3	INSUFFICIENT DATA								
$40 TO $49 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	11	$11,835	$9,759	$13,666	$12,240	2	27	3	2	
$100 TO $249 MILLION	19	$12,889	$11,058	$15,766	$12,500	2	31	5	3	
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	9	$15,186	$13,534	$20,393	$15,023	377	28	3	1	
ALL BANKS	57	$13,240	$11,513	$16,730	$12,792	63	29	4	3	5
319 STAFF APPRAISER										
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	4	INSUFFICIENT DATA								
320 CONSUMER LOAN COLLECTOR										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	13	$14,891	$12,355	$18,596	$14,400	1	33	5	2	2
$100 TO $249 MILLION	24	$17,868	$14,067	$22,179	$17,968	1	39	5	2	3
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$16,073	$13,432	$20,501	$15,764	10	34	10	5	2
ALL BANKS	57	$16,846	$13,640	$20,775	$16,500	2	36	5	2	2
321 PERSONNEL ASSISTANT										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	20	$16,244	$12,658	$19,552	$16,250	1	34	11	3	10
$250 TO $499 MILLION	5	$16,761	$14,110	$22,467	$18,500	1	34	8	4	1
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	7	$19,408	$17,135	$25,121	$20,098	2	34	8	3	2
ALL BANKS	39	$16,740	$13,733	$20,965	$16,300	1	34	9	3	5

GEOGRAPHIC REGION VII RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
322 EMPLOYMENT INTERVIEWER										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	9	$20,620	$18,522	$28,542	$20,988	301	31	2	1	2
ALL BANKS	12	$21,449	$18,896	$29,576	$21,201	226	35	5	2	11
323 ASST BRANCH MANAGER(LARGE +31)										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	6	$20,352	$20,287	$31,080	$19,971 *	2	35	9	3	5
324 ASST BRANCH MANAGER(MED 10-30)										
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	8	$18,003	$16,265	$23,848	$16,540	1	34	9	3	9
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	5	$21,702	$19,669	$30,626	$21,120	3	40	11	3	2
ALL BANKS	18	$19,936	$17,986	$26,680	$20,709	2	38	10	3	8
325 ASST BRANCH MANAGER(SMALL 10)										
$20 TO $29 MILLION	2	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	10	$15,202	$13,350	$18,997	$15,950	1	36	7	4	4
$100 TO $249 MILLION	15	$15,131	$12,190	$18,519	$15,112	2	39	9	3	7
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	31	$15,416	$13,069	$19,624	$15,400	1	39	10	4	5

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GEOGRAPHIC REGION VII RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
326 ACCOUNTANT										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	10	$21,190	$15,644	$24,236	$21,100	1	31	6	2	3
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	8	$22,441	$18,171	$28,905	$21,031	505	29	6	4	4
ALL BANKS	27	$22,138	$17,758	$28,039	$21,200	142	34	9	3	7
327 OFFICER TRAINEE (B.A.)										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$16,067	$13,050	$18,733	$17,000	1	25	2	1	
$100 TO $249 MILLION	5	$15,437 *	$9,660	$15,230	$15,120	2	25	1	1	
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$18,695	$15,520	$22,871	$19,072	11	25	2	1	
ALL BANKS	26	$16,624	$13,495	$19,644	$16,434	3	26	1	1	
328 OFFICER TRAINEE (M.A.)										
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	3	INSUFFICIENT DATA								
329 ADVERTISING OFFICER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$21,882	$14,000	$22,000	$20,500	1	44	9	6	3
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	12	$21,519	$16,542	$26,323	$20,754	1	38	9	5	2

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GEOGRAPHIC REGION VII RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
330 NEW ACCOUNTS OFFICER			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	6	$16,413	$15,700	$23,040	$16,875	1	49	21	7	10
$30 TO $39 MILLION	3	INSUFFICIENT DATA								
$40 TO $49 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	23	$18,082	$15,032	$22,239	$18,150	1	42	13	5	4
$100 TO $249 MILLION	25	$20,585	$16,668	$26,283	$19,500	1	46	16	7	6
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	71	$19,237	$16,351	$24,739	$18,420	2	45	15	6	5
401 CHIEF EXECUTIVE OFFICER										
UNDER $20 MILLION	13	$50,066		$1,200	$43,200	1	50	18	9	25
$20 TO $29 MILLION	13	$52,347	$43,275	$61,295	$55,063	1	48	17	6	16
$30 TO $39 MILLION	14	$54,604	$42,550	$67,590	$54,260	1	46	12	7	20
$40 TO $49 MILLION	21	$66,211	$48,714	$74,156	$60,008	1	52	17	10	31
$50 TO $99 MILLION	54	$67,964	$51,415	$76,331	$67,150	1	50	17	9	35
$100 TO $249 MILLION	51	$94,226	$68,113	$106,172	$88,500	1	50	16	7	54
$250 TO $499 MILLION	6	$140,607			$151,322	1	58	20	10	120
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	9	$192,525	$137,206	$212,586	$195,000	591	50	11	7	752
ALL BANKS	184	$80,744	$64,589	$96,233	$71,500	32	50	16	8	57
402 CHIEF ADMINISTRATIVE OFFICER										
UNDER $20 MILLION	5	$33,920			$36,000	1	44	8	8	6
$20 TO $29 MILLION	7	$43,573	$35,000	$45,000	$45,000	1	40	7	6	19
$30 TO $39 MILLION	7	$39,096			$39,840	1	38	15	10	19
$40 TO $49 MILLION	12	$48,068 *	$32,887	$46,033	$41,233	1	49	19	8	27
$50 TO $99 MILLION	28	$48,549	$36,270	$52,676	$45,241	1	45	15	6	23
$100 TO $249 MILLION	38	$70,400	$58,356	$91,697	$67,600	1	45	12	4	32
$250 TO $499 MILLION	6	$98,013			$101,000	1	48	17	2	119
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	7	$111,633	$80,635	$123,780	$113,000	1	42	9	7	89
ALL BANKS	112	$61,374	$52,658	$79,446	$53,275	1	45	13	6	34
403 CHIEF FINANCIAL OFFICER										
UNDER $20 MILLION	4	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	6	$33,699			$35,052	1	38	12	4	9
$40 TO $49 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	16	$42,71[illegible]	$33,981	$48,118	$43,146	1	43	12	8	16
$100 TO $249 MILLION	20	$45,192	$40,905	$65,401	$46,500	1	41	11	5	11
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	8	$71,038	$55,773	$87,812	$68,900	530	34	5	2	11
ALL BANKS	65	$47,615	$43,857	$67,908	$44,000	64	40	11	5	16

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GEOGRAPHIC REGION VII RESULTS -- 1986

						MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
404 SR OPERATIONS OFFICER										
UNDER $20 MILLION	5	$27,319 *	$28,860	$26,556	$26,400 *	1	44	10	9	11
$20 TO $29 MILLION	4	INSUFFICIENT DATA								
$30 TO $39 MILLION	7	$26,943	$22,600	$32,100	$28,600	1	39	12	6	9
$40 TO $49 MILLION	11	$34,018	$23,361	$37,667	$31,500	1	52	18	10	26
$50 TO $99 MILLION	38	$32,113	$28,284	$41,432	$30,501	1	41	13	4	19
$100 TO $249 MILLION	38	$39,629	$32,308	$49,095	$41,000	1	45	15	6	28
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	8	$72,694	$62,088	$93,116	$67,500	604	39	11	5	393
ALL BANKS	118	$38,049	$33,019	$48,853	$35,500	38	44	14	6	32
405 OPERATIONS OFFICER										
UNDER $20 MILLION	6	$21,333			$17,700	1	41	6	5	5
$20 TO $29 MILLION	8	$19,803	$16,767	$23,167	$18,780	1	36	8	3	12
$30 TO $39 MILLION	11	$19,592	$18,240	$25,510	$19,440	1	35	9	3	8
$40 TO $49 MILLION	12	$26,217	$20,254	$29,511	$25,175	1	37	10	5	13
$50 TO $99 MILLION	32	$21,479	$17,456	$27,027	$19,500	2	41	14	5	9
$100 TO $249 MILLION	40	$24,570	$20,640	$31,643	$24,410	2	41	14	6	15
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$51,822	$42,175	$66,825	$48,875	1	52	28	1	134
ALL BANKS	122	$24,683	$22,078	$33,671	$23,142	2	40	13	5	16
406 PERSONNEL OFFICER/DIRECTOR										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	3	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	24	$25,127	$20,440	$30,252	$23,700	1	45	13	6	27
$100 TO $249 MILLION	36	$26,268	$22,753	$36,096	$24,850	1	41	9	5	3
$250 TO $499 MILLION	6	$30,620	$28,155	$46,854	$27,400 *	1	42	15	6	3
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	9	$63,075	$51,645	$83,287	$65,000	654	45	17	8	16
ALL BANKS	87	$30,138	$26,644	$42,089	$25,650 *	62	42	11	5	9
407 MARKETING OFFICER										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	6	$16,293			$15,630	1	37	5	3	11
$50 TO $99 MILLION	21	$27,266	$24,054	$36,254	$24,750	1	41	9	5	4
$100 TO $249 MILLION	30	$30,974	$27,313	$43,066	$31,450	1	42	8	4	3
$250 TO $499 MILLION	5	$43,477	$35,890	$55,751	$45,500	1	52	7	6	4
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$63,033	$44,175	$69,089	$63,750	1245	43	5	1	6
ALL BANKS	74	$32,027	$29,514	$45,830	$29,859	94	42	7	4	4

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION VII RESULTS -- 1986

						MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
408 CONTROLLER										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	11	$25,188	$19,204	$27,454	$22,200	1	35	8	3	3
$100 TO $249 MILLION	22	$35,850	$25,265	$40,134	$35,975	1	40	11	5	4
$250 TO $499 MILLION	6	$42,506	$34,142	$52,881	$43,250	1	38	8	5	7
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	8	$55,943	$44,455	$71,004	$54,100	516	44	11	4	15
ALL BANKS	55	$36,818	$29,193	$45,420	$36,400	70	40	11	5	5
409 GENERAL ACCOUNTING MANAGER										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	15	$16,597	$13,800	$20,383	$16,500	1	42	13	6	5
$100 TO $249 MILLION	17	$21,181	$17,364	$25,635	$20,800	1	37	9	3	5
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	7	$36,107	$30,603	$48,180	$34,500	451	34	10	2	12
ALL BANKS	46	$22,504	$20,268	$30,167	$20,450	64	38	11	4	6
410 BRANCH ADMINISTRATION OFFICER										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	9	$32,980	$28,040	$47,962	$32,490	1	38	14	3	21
411 BRANCH MANAGER (LARGE +31)										
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	6	$40,615	$33,490	$51,490	$40,250	1	47	13	4	18

GEOGRAPHIC REGION VII RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
412 BRANCH MANAGER (MEDIUM 10-30)										
$50 TO $99 MILLION	5	$31,769	$28,224	$42,336	$30,000	2	43	11	3	15
$100 TO $249 MILLION	16	$25,295	$24,822	$37,174	$22,700 *	1	44	11	4	11
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$34,854	$33,001	$50,732	$33,900	3	37	6	1	8
ALL BANKS	33	$28,476	$27,906	$42,271	$25,496 *	2	43	11	4	12
413 BRANCH MANAGER (SMALL 10)										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	3	INSUFFICIENT DATA								
$40 TO $49 MILLION	5	$15,076			$13,430	1	47	11	4	4
$50 TO $99 MILLION	30	$22,822	$17,746	$25,795	$20,500	1	41	10	5	5
$100 TO $249 MILLION	31	$23,456	$18,755	$28,112	$23,000	2	43	11	4	6
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	78	$23,014	$18,923	$28,302	$21,897	2	43	11	4	5
414 DATA PROCESSING DIRECTOR										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	8	$29,109			$29,763	1	43	11	6	3
$100 TO $249 MILLION	13	$39,356	$28,547	$44,397	$40,600	1	41	12	7	13
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	8	$66,654	$43,492	$69,998	$67,787	704	43	9	3	98
ALL BANKS	38	$42,555	$34,554	$54,602	$40,700	146	42	11	6	20
415 COMPUTER CENTER MANAGER										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$46,633	$34,830	$56,669	$47,700	945	38	3	2	72
ALL BANKS	17	$31,123	$29,579	$46,652	$29,550 *	296	34	8	4	13

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GEOGRAPHIC REGION VII RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
416 SYSTEMS & PROGRAMMING MANAGER										
$100 TO $249 MILLION	5	$37,640	$28,985	$50,044	$37,000	1	41	10	6	10
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	9	$54,217	$41,351	$66,276	$49,890	559	40	14	4	31
ALL BANKS	19	$46,122	$35,883	$58,135	$47,000	265	41	10	5	16
417 DP OPERATIONS SUPERVISOR										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	12	$17,477	$14,882	$20,961	$16,800	1	36	7	3	4
$100 TO $249 MILLION	15	$20,973	$15,413	$24,489	$19,500	1	35	11	5	4
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$29,402	$22,907	$35,495	$27,678	2	36	9	3	8
ALL BANKS	46	$20,345	$17,216	$26,127	$17,525	1	35	9	4	5
418 PURCHASING MANAGER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	12	$20,877	$17,361	$25,936	$18,075	1	43	10	3	4
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	8	$28,204	$22,936	$35,164	$27,140	1	40	9	2	3
ALL BANKS	30	$22,272	$18,820	$28,822	$20,285	1	44	10	4	6
419 COMMERCIAL CREDIT DEPT MANAGER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$32,143 *	$23,160	$27,907	$30,068 *	1	40	11	4	13
$100 TO $249 MILLION	13	$24,975	$19,993	$31,441	$22,000	1	32	7	2	4
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	7	$41,041	$32,621	$52,342	$35,250	1	38	9	3	7
ALL BANKS	37	$32,124	$25,929	$39,373	$28,700	1	36	8	3	8

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GEOGRAPHIC REGION VII RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
420 CONSUMER LOAN DEPT MANAGER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	8	$24,054	$20,058	$27,272	$23,509	1	38	8	2	3
$100 TO $249 MILLION	26	$33,168	$26,097	$42,242	$35,150	1	42	11	6	5
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$38,433	$32,690	$51,885	$40,100	1	42	15	1	23
ALL BANKS	50	$32,809	$26,494	$41,021	$34,050	1	41	10	5	6
421 MORTGAGE LOAN DEPT MANAGER										
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$30,168	$26,103	$36,103	$30,800	1	41	10	8	4
$100 TO $249 MILLION	16	$37,634	$29,945	$48,707	$37,750	1	43	9	5	3
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$53,600	$38,375	$59,025	$46,000	1	47	16	4	6
ALL BANKS	33	$39,240	$32,322	$50,034	$37,750	1	42	10	5	4
422 COMMERCIAL LOAN DEPT MANAGER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	10	$42,845	$32,510	$47,554	$42,625	1	41	4	3	7
$100 TO $249 MILLION	25	$47,199	$34,378	$53,926	$50,000	1	41	11	4	8
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	50	$48,961	$36,547	$56,817	$45,000	1	42	9	4	8
423 SR TRUST OFFICER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	8	$37,394			$37,827	1	44	9	5	3
$100 TO $249 MILLION	29	$45,295	$32,592	$51,924	$47,000	1	46	11	6	6
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	7	$96,317	$74,133	$125,733	$88,500	936	52	20	1	106
ALL BANKS	53	$51,678	$41,942	$67,498	$47,800	113	46	10	5	12

GEOGRAPHIC REGION VII RESULTS -- 1986

						MEAN				
424 TRUST OPERATIONS MANAGER	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$24,080			$23,500	1	32	6	4	4
$100 TO $249 MILLION	19	$23,211	$18,553	$29,539	$24,200	1	40	12	5	4
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	8	$48,204	$39,743	$63,605	$48,450	791	46	16	1	116
ALL BANKS	43	$30,841	$26,651	$42,195	$26,250 *	136	41	12	5	12
425 TELEPHONE SUPERVISOR										
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	7	$23,129	$22,230	$33,742	$19,320 *	1	41	13	2	5
426 COMPENSATION & BENEFITS MGR										
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	7	$39,807	$31,428	$49,467	$37,000	602	38	5	6	7
ALL BANKS	8	$38,093	$31,428	$49,467	$34,750	527	45	11	6	7
427 PAYROLL SUPERVISOR										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	7	$24,072	$18,885	$27,782	$23,140	675	43	10	3	3
ALL BANKS	18	$19,779	$15,482	$22,781	$19,365	278	43	12	4	2

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GEOGRAPHIC REGION VII RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
428 INTERNAL AUDIT MANAGER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$22,229 *	$23,374	$32,826	$23,250 *	1	34	7	2	4
$100 TO $249 MILLION	15	$27,281	$23,430	$33,572	$30,000	1	38	11	5	2
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$45,381	$34,444	$52,908	$45,700	1	38	9	3	7
ALL BANKS	35	$30,968	$28,433	$42,582	$30,500	1	38	9	4	3
429 SECURITY MANAGER										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$41,009	$30,010	$47,136	$36,008	869	51	20	3	33
ALL BANKS	17	$30,098	$24,311	$37,784	$28,500	326	49	13	5	16
430 CONSUMER LOAN COLLECTION MGR										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$20,436	$18,588	$28,382	$21,500	1	47	7	3	2
$100 TO $249 MILLION	8	$23,484	$19,338	$27,987	$22,800	1	37	9	3	2
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	5	$27,499	$24,228	$37,842	$23,396 *	1	58	12	1	20
ALL BANKS	21	$24,019	$21,028	$31,273	$22,249	1	42	9	3	5
431 TRAINING DIRECTOR										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$34,267	$24,765	$37,356	$33,250	602	33	2	2	2
ALL BANKS	12	$27,314	$22,575	$34,384	$26,400	301	36	6	2	2

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GEOGRAPHIC REGION VII RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
432 EMPLOYMENT MANAGEMENT										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	6	$34,158	$31,618	$48,894	$35,800	1	39	11	3	14
433 SR BUSINESS DEVELOPMENT OFFICE										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	10	$36,492	$29,103	$44,274	$34,667	1	49	12	5	3
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	5	$66,482	$44,551	$66,826	$67,400 *	2	34	6	1	6
ALL BANKS	20	$45,552	$34,896	$52,731	$40,500	1	48	11	5	4
434 SR INTERNATIONAL BANKING OFFIC										
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$55,393	$36,758	$61,521	$51,500	835	36	6	3	11
ALL BANKS	9	$52,370	$35,644	$58,216	$49,000	557	38	4	2	6
435 SR INVESTMENT OFFICER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$35,438	$30,000	$55,000	$34,400	1	60	22	9	13
$100 TO $249 MILLION	21	$38,304	$27,857	$45,324	$36,000	1	46	16	8	4
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	8	$73,813	$48,018	$78,330	$74,500	939	45	18	2	45
ALL BANKS	45	$45,218	$33,802	$55,117	$41,770	135	47	15	7	9

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION VII RESULTS -- 1986

436 SR CORRESPONDENT BANKING OFFIC	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
$100 TO $249 MILLION	8	$38,441	$29,814	$48,905	$38,750	1	46	14	7	2
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$57,317	$46,950	$75,150	$52,700	1	35	9	6	8
ALL BANKS	19	$46,867	$36,606	$58,425	$43,000	1	44	12	6	4

Region VIII West-South Central

Arkansas
Louisiana
Oklahoma
Texas

GEOGRAPHIC REGION VIII RESULTS -- 1986

			MEAN SALARY RANGE			MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MINIMUM	MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
101 FILE CLERK										
UNDER $20 MILLION	5	$11,138 *	$8,400	$9,600	$10,200 *	4				
$20 TO $29 MILLION	2	INSUFFICIENT DATA								
$30 TO $39 MILLION	12	$9,772	$8,378	$11,169	$8,850	2				
$40 TO $49 MILLION	7	$10,302	$9,316	$12,956	$9,880	3				
$50 TO $99 MILLION	40	$10,315	$8,743	$12,941	$10,332	3				
$100 TO $249 MILLION	44	$10,462	$8,606	$12,131	$10,492	4				
$250 TO $499 MILLION	11	$10,905	$9,437	$13,028	$11,140	4				
$500 TO $999 MILLION	7	$10,064	$9,291	$12,835	$9,872	4				
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	132	$10,357	$8,822	$12,555	$10,152	4				
102 GENERAL CLERK										
UNDER $20 MILLION	4	INSUFFICIENT DATA								
$20 TO $29 MILLION	5	$12,891	$10,500	$15,900	$12,000	2				
$30 TO $39 MILLION	16	$11,120	$8,972	$13,566	$10,800	2				
$40 TO $49 MILLION	14	$11,187 *	$11,314	$14,768	$11,460	3				
$50 TO $99 MILLION	58	$12,742	$9,688	$14,128	$12,623	4				
$100 TO $249 MILLION	52	$11,651	$9,081	$13,354	$11,236	7				
$250 TO $499 MILLION	13	$12,158	$9,922	$15,062	$11,701	13				
$500 TO $999 MILLION	7	$11,935	$10,377	$14,754	$11,745	19				
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	172	$12,031	$9,662	$14,072	$11,676	7				
103 CLERK TYPIST										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$30 TO $39 MILLION	3	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	11	$12,979	$12,415	$14,778	$12,900	2				
$100 TO $249 MILLION	21	$11,575	$9,558	$13,291	$11,340	3				
$250 TO $499 MILLION	5	$11,821	$9,910	$13,525	$12,000	3				
$500 TO $999 MILLION	5	$11,692	$10,242	$14,047	$12,000	8				
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	50	$12,045	$10,266	$13,581	$11,803	3				
104 DATA ENTRY OPERATOR										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	7	$12,330	$11,922	$15,141	$12,540	1				
$40 TO $49 MILLION	7	$12,074 *	$8,100	$10,850	$10,920 *	2				
$50 TO $99 MILLION	30	$12,312	$10,232	$13,046	$12,350	2				
$100 TO $249 MILLION	38	$12,090	$9,559	$14,090	$11,955	2				
$250 TO $499 MILLION	12	$11,038	$9,648	$13,772	$11,458	3				
$500 TO $999 MILLION	6	$11,406	$9,832	$13,757	$11,590	5				
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	107	$12,041	$9,938	$13,854	$11,978	2				

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GEOGRAPHIC REGION VIII RESULTS -- 1986

						MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
105 MAIL CLERK										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	20	$9,959 *	$6,946	$9,666	$10,000 *	1				
$100 TO $249 MILLION	38	$10,342	$8,649	$11,988	$10,040	1				
$250 TO $499 MILLION	10	$11,278	$9,649	$12,949	$10,440	2				
$500 TO $999 MILLION	7	$11,084	$9,500	$13,186	$10,200	2				
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	85	$10,510	$8,610	$11,936	$10,320	2				
106 ACCOUNTING CLERK - SR										
UNDER $20 MILLION	8	$14,789	$11,550	$16,033	$13,300	1				
$20 TO $29 MILLION	6	$14,497 *	$12,000	$12,000	$12,540 *	2				
$30 TO $39 MILLION	11	$15,245	$14,767	$18,462	$14,550 *	1				
$40 TO $49 MILLION	7	$13,266	$12,000	$16,000	$13,500	1				
$50 TO $99 MILLION	37	$17,291 *	$12,747	$16,976	$16,756	1				
$100 TO $249 MILLION	36	$16,565	$12,421	$17,526	$15,900	2				
$250 TO $499 MILLION	12	$16,174	$12,811	$19,472	$15,755	2				
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	125	$16,203	$12,868	$17,753	$15,880	2				
107 ACCOUNTING CLERK										
UNDER $20 MILLION	5	$12,067	$11,610	$12,510	$11,580 *	1				
$20 TO $29 MILLION	8	$11,835	$10,842	$16,548	$10,750 *	2				
$30 TO $39 MILLION	11	$12,986 *	$13,327	$16,016	$13,069 *	2				
$40 TO $49 MILLION	11	$12,448 *	$8,731	$11,864	$11,440	2				
$50 TO $99 MILLION	56	$14,117	$10,408	$14,603	$13,674	2				
$100 TO $249 MILLION	56	$13,207	$10,078	$14,481	$12,956	3				
$250 TO $499 MILLION	16	$13,244	$10,943	$15,569	$13,325	2				
$500 TO $999 MILLION	7	$12,672	$10,950	$15,218	$12,400	2				
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	174	$13,335	$10,573	$14,809	$13,000	3				
108 PROOF MACHINE OPERATOR										
UNDER $20 MILLION	10	$10,813 *	$8,550	$9,150	$9,995 *	1				
$20 TO $29 MILLION	15	$10,982	$9,607	$13,193	$11,085	1				
$30 TO $39 MILLION	17	$11,454	$11,393	$13,222	$11,417	1				
$40 TO $49 MILLION	17	$11,770	$9,805	$13,802	$10,200	2				
$50 TO $99 MILLION	69	$12,233	$9,238	$13,669	$11,860	2				
$100 TO $249 MILLION	63	$11,023	$9,125	$12,951	$10,800	3				
$250 TO $499 MILLION	15	$11,220	$9,341	$13,394	$11,134	4				
$500 TO $999 MILLION	7	$11,414	$9,815	$13,052	$10,384	7				
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	217	$11,534	$9,426	$13,313	$11,134	3				

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GEOGRAPHIC REGION VIII RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
109 WORD PROCESSING OPERATOR										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	8	$11,790	$10,450	$14,980	$11,869	1				
$100 TO $249 MILLION	28	$12,223	$10,487	$14,881	$12,011	1				
$250 TO $499 MILLION	13	$12,261	$11,031	$15,738	$12,000	1				
$500 TO $999 MILLION	5	$13,238	$11,603	$15,913	$13,486	3				
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	57	$12,379	$10,934	$15,509	$12,300	2				
110 BOOKKEEPING MACHINE OPERATOR										
UNDER $20 MILLION	5	$12,192	$8,400	$12,600	$11,820	2				
$20 TO $29 MILLION	3	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$13,518	$11,243	$16,830	$13,350	3				
$100 TO $249 MILLION	6	$13,005	$10,470	$15,720	$13,540	3				
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
ALL BANKS	24	$12,674	$10,479	$15,193	$12,835	3				
111 MAINTENANCE SERVICE WORKER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	14	$15,091 *	$9,125	$12,794	$12,777	1				
$100 TO $249 MILLION	26	$12,300	$9,508	$13,123	$11,988	1				
$250 TO $499 MILLION	12	$14,496	$11,446	$17,173	$14,750	3				
$500 TO $999 MILLION	7	$13,451	$11,360	$15,585	$13,671	2				
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	64	$13,295	$10,181	$14,432	$12,409	2				
112 CUSTODIAN										
UNDER $20 MILLION	8	$8,757 *	$8,250	$8,250	$8,514 *	1				
$20 TO $29 MILLION	6	$9,058 *	$7,200	$7,200	$9,300 *	1				
$30 TO $39 MILLION	8	$12,654 *	$10,872	$10,872	$11,508 *	2				
$40 TO $49 MILLION	7	$9,711	$8,543	$10,277	$8,820	1				
$50 TO $99 MILLION	32	$11,024	$9,416	$11,706	$10,450	2				
$100 TO $249 MILLION	19	$10,174	$9,111	$11,941	$9,880	2				
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	87	$10,538	$9,108	$11,240	$10,067	2				

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GEOGRAPHIC REGION VIII RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
113 MESSENGER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	5	$9,780	$7,840	$12,120	$9,360	1				
$50 TO $99 MILLION	20	$10,267	$8,620	$12,111	$10,628	1				
$100 TO $249 MILLION	33	$10,569	$8,532	$11,686	$10,268	1				
$250 TO $499 MILLION	9	$10,720	$8,978	$12,971	$10,500	2				
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	76	$10,265	$8,633	$12,052	$10,140	2				
114 SECURITY GUARD										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	13	$13,641 *	$13,861	$19,015	$10,962 *	2				
$100 TO $249 MILLION	10	$12,547	$9,136	$13,725	$12,250	2				
$250 TO $499 MILLION	6	$13,844	$11,950	$18,269	$13,950	4				
$500 TO $999 MILLION	5	$12,764	$10,430	$14,864	$12,548	6				
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	37	$13,514	$11,507	$16,531	$12,907	3				
201 SAFE DEPOSIT CLERK										
UNDER $20 MILLION	3	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	4	INSUFFICIENT DATA								
$40 TO $49 MILLION	8	$11,694	$10,008	$13,744	$12,195	1				
$50 TO $99 MILLION	44	$12,512	$9,551	$13,392	$12,307	1				
$100 TO $249 MILLION	56	$12,415	$9,804	$14,159	$12,225	1				
$250 TO $499 MILLION	15	$12,656	$10,669	$14,525	$13,050	1				
$500 TO $999 MILLION	5	$12,005	$10,359	$14,524	$11,328	2				
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	139	$12,357	$9,926	$13,940	$12,292	1				
202 RECEPTIONIST										
UNDER $20 MILLION	5	$10,578	$9,900		$10,170	2				
$20 TO $29 MILLION	5	$10,578	$8,746	$11,833	$10,200	1				
$30 TO $39 MILLION	5	$11,460	$8,850	$13,200	$12,000	1				
$40 TO $49 MILLION	11	$10,208	$9,662	$11,624	$9,983	1				
$50 TO $99 MILLION	28	$11,668	$9,488	$12,574	$11,076	1				
$100 TO $249 MILLION	23	$11,423	$9,293	$13,908	$11,025	1				
$250 TO $499 MILLION	7	$12,336	$10,498	$14,394	$11,900	4				
$500 TO $999 MILLION	6	$10,984	$10,141	$13,666	$10,433	2				
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	92	$11,378	$9,730	$13,498	$10,883	2				

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GEOGRAPHIC REGION VIII RESULTS -- 1986

			MEAN SALARY RANGE			MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MINIMUM	MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
203 NEW ACCOUNTS REPRESENTATIVE										
UNDER $20 MILLION	9	$12,489	$10,416	$12,564	$12,600 *	1				
$20 TO $29 MILLION	10	$12,822	$11,092	$15,581	$12,450	1				
$30 TO $39 MILLION	21	$13,561	$11,760	$14,955	$12,255	2				
$40 TO $49 MILLION	14	$13,618	$10,500	$15,031	$12,195	2				
$50 TO $99 MILLION	76	$13,796	$10,500	$15,341	$13,227	3				
$100 TO $249 MILLION	59	$12,974	$10,132	$15,185	$12,779	3				
$250 TO $499 MILLION	13	$14,214	$11,693	$16,689	$14,513	3				
$500 TO $999 MILLION	7	$14,189	$12,299	$18,213	$14,122	10				
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	212	$13,499	$10,746	$15,604	$13,078	3				
204 TELEPHONE OPERATOR										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	4	INSUFFICIENT DATA								
$30 TO $39 MILLION	11	$9,815	$9,126	$11,446	$9,600	1				
$40 TO $49 MILLION	10	$10,592	$9,633	$12,323	$10,362	1				
$50 TO $99 MILLION	63	$11,022	$9,473	$12,467	$10,730	1				
$100 TO $249 MILLION	59	$11,907	$9,093	$13,103	$11,600	1				
$250 TO $499 MILLION	16	$11,733	$9,875	$13,602	$11,712	1				
$500 TO $999 MILLION	7	$12,246	$10,003	$14,072	$12,222	2				
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	174	$11,351	$9,444	$12,940	$11,129	1				
205 SECRETARY										
UNDER $20 MILLION	11	$13,107	$12,187	$16,080	$14,100	2				
$20 TO $29 MILLION	14	$13,407	$11,170	$15,678	$13,425	1				
$30 TO $39 MILLION	16	$14,171	$11,385	$17,109	$12,975	2				
$40 TO $49 MILLION	16	$14,327	$11,092	$14,754	$12,703	3				
$50 TO $99 MILLION	76	$14,661	$11,226	$16,307	$13,512	3				
$100 TO $249 MILLION	59	$13,323	$10,253	$15,489	$13,140	6				
$250 TO $499 MILLION	16	$13,666	$11,489	$16,936	$13,300	8				
$500 TO $999 MILLION	7	$13,990	$12,040	$17,257	$13,625	19				
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	219	$13,987	$11,034	$16,111	$13,200	5				
206 EXECUTIVE SECRETARY										
UNDER $20 MILLION	10	$16,544 *	$14,716	$16,420	$16,575 *	2				
$20 TO $29 MILLION	14	$16,308	$13,125	$18,789	$15,900	1				
$30 TO $39 MILLION	17	$18,846	$14,514	$19,200	$17,400	2				
$40 TO $49 MILLION	15	$16,915	$12,093	$16,930	$15,200	1				
$50 TO $99 MILLION	70	$19,506 *	$13,977	$19,457	$17,450	2				
$100 TO $249 MILLION	58	$17,937	$13,410	$19,902	$17,718	2				
$250 TO $499 MILLION	16	$18,368	$15,650	$22,652	$18,318	3				
$500 TO $999 MILLION	6	$19,551	$15,521	$22,502	$19,408	5				
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	210	$18,441	$14,073	$20,000	$17,400	2				

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GEOGRAPHIC REGION VIII RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
207 LEGAL SECRETARY										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	4	INSUFFICIENT DATA								
$40 TO $49 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	8	$16,932 *	$11,169	$13,593	$17,745 *	3				
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
ALL BANKS	21	$16,128 *	$12,045	$15,445	$16,800 *	3				
208 UNIVERSAL TELLER										
UNDER $20 MILLION	16	$11,541	$9,856	$12,676	$10,510	4				
$20 TO $29 MILLION	17	$13,304	$9,968	$14,524	$10,644	6				
$30 TO $39 MILLION	23	$19,334 *	$10,215	$15,440	$11,183	8				
$40 TO $49 MILLION	19	$10,753	$8,997	$13,313	$11,050	9				
$50 TO $99 MILLION	81	$13,330	$9,383	$15,034	$11,978	12				
$100 TO $249 MILLION	59	$12,027	$9,381	$14,745	$11,520	17				
$250 TO $499 MILLION	15	$11,614	$10,016	$15,241	$11,283	19				
$500 TO $999 MILLION	6	$11,371	$10,143	$14,215	$11,686	35				
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	239	$13,077	$9,591	$14,761	$11,510	13				
209 HEAD TELLER										
UNDER $20 MILLION	17	$14,476	$12,445	$15,331	$13,700	1				
$20 TO $29 MILLION	14	$14,207	$13,296	$16,314	$13,950	1				
$30 TO $39 MILLION	19	$15,582 *	$16,458	$19,013	$13,900 *	1				
$40 TO $49 MILLION	19	$15,686	$13,915	$18,775	$15,300	1				
$50 TO $99 MILLION	67	$15,839	$12,992	$18,256	$15,780	2				
$100 TO $249 MILLION	56	$15,869	$12,606	$17,973	$15,813	2				
$250 TO $499 MILLION	14	$17,016	$13,049	$18,714	$16,011	3				
$500 TO $999 MILLION	7	$15,526	$13,283	$19,098	$16,350	7				
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	216	$15,675	$13,173	$18,227	$15,016	2				
301 SR COMMERCIAL LOAN OFFICER										
UNDER $20 MILLION	6	$42,104	$35,400	$43,625	$41,263	1	41	3	3	2
$20 TO $29 MILLION	9	$38,406	$31,833	$40,708	$41,143 *	1	47	8	3	2
$30 TO $39 MILLION	13	$43,840 *	$34,500	$40,500	$43,130 *	1	41	7	3	5
$40 TO $49 MILLION	10	$45,245	$39,480	$55,440	$43,750	1	39	4	3	5
$50 TO $99 MILLION	67	$46,195	$41,417	$60,318	$46,000	1	40	7	4	8
$100 TO $249 MILLION	54	$50,612	$38,662	$54,022	$49,528	2	43	10	5	12
$250 TO $499 MILLION	13	$51,906	$38,650	$56,973	$50,000	3	40	9	3	11
$500 TO $999 MILLION	6	$42,288	$32,729	$47,575	$41,132	4	36	5	3	2
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	181	$47,346	$38,779	$55,022	$46,413	2	41	8	4	8

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GEOGRAPHIC REGION VIII RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
302 COMMERCIAL LOAN OFFICER										
UNDER $20 MILLION	3	INSUFFICIENT DATA								
$20 TO $29 MILLION	9	$30,747 *	$20,283	$29,333	$32,000 *	2	35	5	4	3
$30 TO $39 MILLION	10	$40,144 *	$33,600	$40,100	$33,600	1	34	4	3	2
$40 TO $49 MILLION	9	$34,139 *	$40,000	$54,000	$33,500 *	1	36	7	3	3
$50 TO $99 MILLION	58	$34,320	$28,352	$38,995	$33,625	1	38	6	3	2
$100 TO $249 MILLION	53	$35,120	$26,110	$42,223	$35,850	2	36	6	3	3
$250 TO $499 MILLION	14	$34,668	$27,660	$43,810	$34,790	4	35	10	6	3
$500 TO $999 MILLION	7	$32,812	$25,215	$36,194	$30,155	5	33	6	3	3
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	166	$34,626	$27,563	$40,370	$34,059	2	36	6	3	2
303 SR CONSUMER LOAN OFFICER										
UNDER $20 MILLION	4	INSUFFICIENT DATA								
$20 TO $29 MILLION	4	INSUFFICIENT DATA								
$30 TO $39 MILLION	5	$34,920 *	$29,000	$29,000	$36,000 *	1	50	11	6	4
$40 TO $49 MILLION	8	$34,321			$36,712	1	42	5	5	3
$50 TO $99 MILLION	38	$35,031	$28,744	$42,713	$33,756	1	45	9	5	5
$100 TO $249 MILLION	36	$35,025	$26,865	$39,665	$32,660	1	48	15	7	4
$250 TO $499 MILLION	9	$43,231	$36,625	$50,950	$43,500	1	45	12	7	6
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	110	$35,348	$28,247	$40,781	$34,284	1	45	11	6	4
304 CONSUMER LOAN OFFICER										
UNDER $20 MILLION	6	$22,600	$21,833	$26,593	$22,475	1	36	4	2	1
$20 TO $29 MILLION	5	$25,358	$25,250	$38,563	$23,292 *	1	30	5	4	1
$30 TO $39 MILLION	13	$28,130 *	$29,772	$31,016	$28,200 *	1	35	4	3	2
$40 TO $49 MILLION	10	$25,360	$20,573	$35,040	$22,500	1	36	7	4	1
$50 TO $99 MILLION	57	$26,071	$19,434	$28,478	$25,100	2	37	6	3	2
$100 TO $249 MILLION	55	$24,467	$20,288	$30,220	$24,000	2	36	7	4	2
$250 TO $499 MILLION	15	$26,078	$19,300	$28,351	$25,526	3	42	14	7	4
$500 TO $999 MILLION	7	$25,699	$19,619	$29,053	$23,500	2	34	5	3	2
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	171	$25,467	$20,557	$29,711	$24,925	2	37	7	4	2
305 SR MORTGAGE LOAN OFFICER										
$20 TO $29 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	14	$35,347 *	$29,969	$34,969	$33,700	1	40	4	2	2
$100 TO $249 MILLION	26	$35,003	$31,824	$42,986	$35,363	1	41	7	5	4
$250 TO $499 MILLION	5	$42,140	$33,800	$58,200	$49,000	1	44	14	4	2
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	52	$36,039	$32,210	$44,061	$36,082	1	41	6	4	3

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GEOGRAPHIC REGION VIII RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN				
						NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
306 MORTGAGE LOAN OFFICER										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	3	INSUFFICIENT DATA								
$40 TO $49 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	17	$24,439	$21,549	$30,958	$24,350	1	37	7	3	3
$100 TO $249 MILLION	36	$25,699	$21,461	$31,223	$23,741	1	37	7	3	2
$250 TO $499 MILLION	10	$30,637	$29,200	$37,520	$28,500 *	2	42	7	4	2
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	75	$26,121	$22,520	$32,326	$24,000	1	38	7	3	2
307 TRUST ACCOUNT ADMINISTRATOR										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	23	$26,815	$22,181	$31,370	$24,220	1	46	10	4	3
$250 TO $499 MILLION	10	$37,198	$31,825	$41,438	$37,450	1	42	6	5	5
$500 TO $999 MILLION	5	$38,772	$26,757	$40,032	$43,200 *	2	37	8	5	4
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	45	$29,704	$23,751	$32,783	$25,680	1	43	8	4	4
308 CORPORATE TRUST OFFICER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	12	$32,538	$28,440	$41,200	$33,250	1	39	5	3	2
$250 TO $499 MILLION	8	$38,650 *	$25,300	$34,967	$41,338 *	1	39	7	6	3
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	26	$34,589	$27,206	$38,851	$35,000	1	38	6	4	5
309 PERSONAL TRUST OFFICER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$23,786	$18,000	$40,800	$21,000	1	43	5	1	1
$100 TO $249 MILLION	11	$24,397	$19,362	$30,352	$25,000	1	40	9	3	3
$250 TO $499 MILLION	9	$30,628	$25,200	$32,867	$29,600	2	43	8	7	5
$500 TO $999 MILLION	5	$28,850	$22,664	$37,862	$26,411	2	43	10	6	1
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	33	$26,894	$21,476	$33,586	$26,411	2	43	8	4	2

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GEOGRAPHIC REGION VIII RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
310 STAFF ATTORNEY										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	8	$45,612	$35,105	$56,463	$38,490	1	38	4	3	4
311 INTERNAL AUDITOR										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	4	INSUFFICIENT DATA								
$30 TO $39 MILLION	6	$20,575 *	$21,500	$27,500	$19,650 *	1	39	5	2	15
$40 TO $49 MILLION	5	$19,160 *	$13,680	$19,020	$21,720 *	1	47	6	1	2
$50 TO $99 MILLION	30	$22,440	$18,[illegible]32	$28,916	$21,100	1	40	7	3	1
$100 TO $249 MILLION	44	$25,089	$22,571	$30,268	$23,150	1	37	8	4	2
$250 TO $499 MILLION	8	$22,875	$18,250	$27,765	$21,075	2	32	7	2	2
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	106	$23,43[illegible]	$20,333	$29,588	$22,250	1	37	7	3	2
312 LOAN REVIEW OFFICER										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	3	INSUFFICIENT DATA								
$30 TO $39 MILLION	5	$25,260	$38,500		$21,800	1	37	3	2	4
$40 TO $49 MILLION	5	$20,034			$19,748	1	35	3	2	2
$50 TO $99 MILLION	23	$25,917	$24,600	$32,332	$24,300 *	1	37	5	2	4
$100 TO $249 MILLION	40	$25,795	$19,792	$30,050	$23,963	1	35	5	2	3
$250 TO $499 MILLION	10	$33,245	$30,333	$50,500	$30,450	1	36	4	2	10
$500 TO $999 MILLION	6	$26,423	$19,976	$38,259	$24,301	2	29	3	2	2
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	96	$25,890	$21,551	$32,766	$23,863	1	35	5	2	4
313 BUSINESS DEVELOPMENT OFFICER										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	3	INSUFFICIENT DATA								
$40 TO $49 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	13	$24,131	$18,555	$26,432	$26,000	1	50	7	5	4
$100 TO $249 MILLION	24	$24,942	$18,640	$28,898	$23,910	1	44	10	3	4
$250 TO $499 MILLION	7	$44,421	$32,400	$50,975	$36,900	1	43	7	4	12
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	57	$27,208	$21,506	$33,199	$24,560	1	44	8	4	5

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GEOGRAPHIC REGION VIII RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
314 SYSTEMS ANALYST										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	6	$31,846	$21,307	$35,779	$32,188	1	40	6	2	2
$250 TO $499 MILLION	5	$32,696	$27,950	$42,900	$33,960	1	37	8	4	4
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	20	$30,087	$24,177	$38,402	$28,650	2	37	6	3	3
315 SR COMPUTER PROGRAMMER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	5	$30,731	$20,367	$31,733	$30,300	1	36	4	4	3
$250 TO $499 MILLION	6	$32,860	$22,000	$33,000	$29,080	1	39	10	5	6
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	18	$30,949	$24,345	$37,663	$30,030	2	39	6	4	4
316 COMPUTER PROGRAMMER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	6	$19,024	$15,220	$20,127	$18,365	1	28	2	2	
$250 TO $499 MILLION	7	$22,224 *	$12,240	$16,560	$22,600 *	1	30	3	2	
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	22	$21,123	$17,449	$25,562	$20,400	2	30	3	2	
317 SR COMPUTER OPERATOR										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	11	$15,597	$13,644	$20,244	$14,580	1	33	6	2	3
$100 TO $249 MILLION	13	$17,771	$14,073	$18,981	$16,200	1	30	6	3	3
$250 TO $499 MILLION	7	$J7,841	$14,413	$21,387	$16,280	1	37	8	5	5
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	40	$18,892	$14,352	$20,316	$16,195	1	32	6	3	4

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GEOGRAPHIC REGION VIII RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
318 COMPUTER OPERATOR										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	22	$12,822	$10,069	$15,372	$12,671	2	32	7	3	3
$100 TO $249 MILLION	24	$12,843	$9,587	$13,580	$12,330	2	29	4	3	4
$250 TO $499 MILLION	11	$13,522	$11,244	$16,434	$13,312	3	29	4	4	
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	69	$12,965	$10,408	$15,265	$12,700	2	29	5	3	3
319 STAFF APPRAISER										
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	5	$20,628	$14,760	$22,128	$22,140 *	1	41	10	7	
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	12	$24,550	$21,389	$33,018	$22,320	2	39	7	4	1
320 CONSUMER LOAN COLLECTOR										
UNDER $20 MILLION	5	$15,815 *	$16,020	$16,620	$14,400 *	1	42	2	2	
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	3	INSUFFICIENT DATA								
$40 TO $49 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	27	$19,101	$15,323	$21,904	$17,400	1	37	3	3	1
$100 TO $249 MILLION	27	$16,871	$12,456	$20,909	$16,800	2	35	3	2	1
$250 TO $499 MILLION	14	$16,305	$11,591	$16,363	$15,120	2	39	6	4	2
$500 TO $999 MILLION	6	$16,481	$13,989	$18,239	$16,529	3	35	5	3	
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	89	$17,534	$13,352	$19,849	$16,675	2	37	4	3	1
321 PERSONNEL ASSISTANT										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	2	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	17	$16,401	$11,429	$17,059	$16,060	1	35	5	2	2
$100 TO $249 MILLION	25	$14,912	$11,867	$17,917	$14,580	1	34	5	2	2
$250 TO $499 MILLION	12	$13,863	$11,733	$16,073	$12,999	1	35	3	2	1
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	65	$15,628	$12,292	$17,858	$15,020	1	34	5	2	2

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GEOGRAPHIC REGION VIII RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
322 EMPLOYMENT INTERVIEWER										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	14	$21,177	$16,928	$25,594	$19,848	2	38	5	3	1
323 ASST BRANCH MANAGER(LARGE +31)										
ALL BANKS		INSUFFICIENT DATA								
324 ASST BRANCH MANAGER(MED 10-30)										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	12	$20,174	$17,895	$26,147	$19,880	3	39	10	5	12
325 ASST BRANCH MANAGER(SMALL 10)										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$14,113	$13,800	$22,020	$15,248	1	43	6	2	4
$100 TO $249 MILLION	13	$16,198	$14,198	$22,613	$14,700	2	36	7	2	4
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	24	$16,239	$14,970	$22,882	$15,348	2	37	6	3	4

GEOGRAPHIC REGION VIII RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
326 ACCOUNTANT										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	11	$20,334	$17,267	$27,953	$16,800 *	1	38	11	4	2
$100 TO $249 MILLION	22	$22,213	$17,575	$26,292	$20,240	1	33	7	2	2
$250 TO $499 MILLION	6	$25,467	$20,500	$28,000	$27,100	1	34	5	3	2
$500 TO $999 MILLION	5	$20,373	$16,058	$24,847	$19,080	2	27	2	2	
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	50	$21,995	$17,805	$26,937	$20,240	2	34	8	3	2
327 OFFICER TRAINEE (B.A.)										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	3	INSUFFICIENT DATA								
$40 TO $49 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	10	$16,728 *	$18,140	$22,130	$16,720 *	1	25	2	1	1
$100 TO $249 MILLION	11	$17,191	$12,938	$20,070	$16,200	2	25	1	1	3
$250 TO $499 MILLION	6	$19,208	$16,000	$24,033	$18,729	3	26	2	1	
$500 TO $999 MILLION	5	$19,014	$16,940	$24,138	$18,750	4	26	2	1	
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	43	$17,699	$15,992	$22,639	$17,125	3	26	2	1	2
328 OFFICER TRAINEE (M.A.)										
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	6	$19,558	$17,533	$24,333	$18,198	7	25	1	1	
329 ADVERTISING OFFICER										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	8	$24,080	$18,299	$29,347	$23,406	1	34	4	2	2
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	18	$25,611	$21,177	$32,554	$24,850	1	38	7	4	2

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GEOGRAPHIC REGION VIII RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MAXIMUM	MEDIAN BASE SALARY	MEAN				
						NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
330 NEW ACCOUNTS OFFICER										
UNDER $20 MILLION	3	INSUFFICIENT DATA								
$20 TO $29 MILLION	4	INSUFFICIENT DATA								
$30 TO $39 MILLION	4	INSUFFICIENT DATA								
$40 TO $49 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	38	$20,552	$12,994	$21,844	$19,838	1	40	9	4	4
$100 TO $249 MILLION	45	$19,882	$15,488	$24,146	$19,000	1	42	11	4	5
$250 TO $499 MILLION	11	$23,098	$18,875	$25,220	$23,000	1	49	18	7	4
$500 TO $999 MILLION	5	$19,390	$17,422	$24,646	$18,480	1	37	7	4	6
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	117	$20,166	$15,613	$23,528	$19,200	1	41	10	4	4
401 CHIEF EXECUTIVE OFFICER										
UNDER $20 MILLION	17	$60,985	$52,775	$66,750	$60,000	1	45	7	4	13
$20 TO $29 MILLION	16	$62,586	$60,208	$72,833	$59,469 *	1	44	10	8	17
$30 TO $39 MILLION	24	$68,528	$65,553	$80,645	$67,500	1	49	10	8	22
$40 TO $49 MILLION	18	$64,679	$52,840	$70,133	$62,550	1	47	10	6	21
$50 TO $99 MILLION	81	$80,945	$69,871	$101,232	$78,226	1	49	12	7	34
$100 TO $249 MILLION	64	$95,344	$68,186	$102,578	$90,280	1	48	11	6	71
$250 TO $499 MILLION	15	$139,640	$108,200	$165,152	$146,250	1	50	13	5	142
$500 TO $999 MILLION	7	$152,371	$109,592	$188,582	$160,000	1	50	15	3	136
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	246	$87,983	$75,939	$112,906	$78,000	1	48	11	7	73
402 CHIEF ADMINISTRATIVE OFFICER										
UNDER $20 MILLION	7	$53,257 *	$31,500	$43,500	$43,200	1	38	5	3	10
$20 TO $29 MILLION	2	INSUFFICIENT DATA								
$30 TO $39 MILLION	10	$51,359 *	$43,413	$43,413	$49,313 *	1	43	7	4	16
$40 TO $49 MILLION	7	$52,243	$50,980	$60,220	$55,200	1	40	8	3	21
$50 TO $99 MILLION	44	$59,549	$50,286	$60,379	$56,500	1	42	10	4	26
$100 TO $249 MILLION	45	$67,938	$53,506	$81,454	$68,000	1	44	10	4	46
$250 TO $499 MILLION	11	$95,623	$57,500	$118,553	$95,000	1	47	12	3	117
$500 TO $999 MILLION	6	$119,693	$78,634	$144,171	$128,500	1	39	9	3	104
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	133	$68,712	$58,017	$87,649	$62,545	1	42	9	4	74
403 CHIEF FINANCIAL OFFICER										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	4	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	23	$41,747	$36,477	$49,776	$41,400	1	41	10	4	16
$100 TO $249 MILLION	28	$51,898	$39,164	$59,982	$52,750	1	41	8	3	29
$250 TO $499 MILLION	8	$63,063	$58,667	$106,433	$63,150	1	41	8	3	10
$500 TO $999 MILLION	7	$72,339	$55,014	$88,648	$65,000	1	40	8	5	14
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	79	$53,864	$47,185	$73,637	$50,000	1	41	8	4	29

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GEOGRAPHIC REGION VIII RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN: NO OF INCUMBENTS	MEAN: AGE	MEAN: LNTH OF SERVICE	MEAN: YRS IN POSITION	MEAN: EMPLOYEES SUPERVISED
404 SR OPERATIONS OFFICER										
UNDER $20 MILLION	8	$34,925 *	$22,240	$30,667	$28,450	1	36	7	3	12
$20 TO $29 MILLION	14	$34,406 *	$28,433	$32,067	$34,002 *	1	43	14	8	9
$30 TO $39 MILLION	16	$34,321	$32,139	$43,423	$33,700	1	46	10	5	17
$40 TO $49 MILLION	14	$29,708	$22,680	$40,270	$29,750	1	43	10	6	14
$50 TO $99 MILLION	56	$39,560	$33,790	$49,436	$40,650	1	43	12	5	25
$100 TO $249 MILLION	45	$43,214	$36,332	$52,199	$42,000	1	43	14	6	38
$250 TO $499 MILLION	14	$58,502	$52,167	$84,066	$58,250	1	43	15	6	62
$500 TO $999 MILLION	7	$61,267	$44,996	$71,643	$60,000	1	46	14	5	53
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	178	$42,011	$37,431	$56,107	$40,150	1	43	12	5	34
405 OPERATIONS OFFICER										
UNDER $20 MILLION	10	$23,234	$20,700	$24,000	$21,972	1	31	3	3	8
$20 TO $29 MILLION	11	$21,801	$21,400	$26,150	$19,000 *	1	40	9	5	4
$30 TO $39 MILLION	17	$24,324	$19,694	$27,016	$20,400	2	37	7	5	10
$40 TO $49 MILLION	9	$22,668 *	$20,290	$21,174	$22,000 *	2	40	8	4	14
$50 TO $99 MILLION	60	$24,667	$19,537	$29,559	$22,167	2	42	12	4	13
$100 TO $249 MILLION	52	$25,867	$19,277	$29,718	$24,231	2	43	13	5	16
$250 TO $499 MILLION	10	$28,424	$22,957	$35,923	$27,120	3	44	17	5	16
$500 TO $999 MILLION	7	$38,950	$26,063	$40,358	$36,849	2	40	16	7	28
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	180	$26,015	$22,142	$33,433	$23,775	2	41	11	5	16
406 PERSONNEL OFFICER/DIRECTOR										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	27	$25,190	$22,543	$31,318	$24,188	1	42	8	4	4
$100 TO $249 MILLION	42	$26,494	$22,209	$34,066	$24,075	1	43	10	5	12
$250 TO $499 MILLION	14	$34,805	$28,200	$43,794	$34,188	1	44	11	4	3
$500 TO $999 MILLION	6	$51,870	$39,110	$60,757	$55,903	1	40	8	4	10
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	99	$30,439	$27,794	$42,676	$25,200 *	1	42	9	4	9
407 MARKETING OFFICER										
UNDER $20 MILLION	3	INSUFFICIENT DATA								
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	24	$27,222	$23,821	$31,667	$27,500	1	46	10	4	3
$100 TO $249 MILLION	42	$28,728	$25,417	$37,105	$26,430	1	41	8	3	3
$250 TO $499 MILLION	12	$32,187	$26,417	$41,825	$31,750	1	38	11	6	2
$500 TO $999 MILLION	6	$46,058	$31,967	$47,465	$46,223	1	40	7	5	5
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	95	$30,074	$26,996	$39,763	$28,000	1	42	8	4	3

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GEOGRAPHIC REGION VIII RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
408 CONTROLLER										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	3	INSUFFICIENT DATA								
$40 TO $49 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	26	$33,069	$22,803	$33,683	$31,850	1	41	12	5	6
$100 TO $249 MILLION	38	$36,743	$28,858	$42,752	$36,350	1	36	6	3	9
$250 TO $499 MILLION	10	$37,318	$36,133	$49,265	$37,282	1	32	7	4	9
$500 TO $999 MILLION	7	$45,716	$39,442	$60,475	$46,706	1	35	7	5	8
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	95	$37,995	$32,829	$48,392	$36,564	1	37	8	4	10
409 GENERAL ACCOUNTING MANAGER										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	5	$14,081			$13,800	1	42	6	3	3
$50 TO $99 MILLION	20	$21,960 *	$22,404	$33,198	$20,825 *	1	38	11	6	7
$100 TO $249 MILLION	19	$20,728	$16,727	$25,672	$19,700	1	36	11	4	5
$250 TO $499 MILLION	5	$26,880	$21,067	$34,600	$26,100	1	33	10	5	4
$500 TO $999 MILLION	6	$31,960	$24,912	$37,584	$31,275	1	41	11	7	5
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	63	$23,845	$23,679	$36,240	$21,000 *	1	37	10	5	6
410 BRANCH ADMINISTRATION OFFICER										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	12	$28,501	$24,405	$42,406	$27,325	1	40	12	3	34
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	24	$32,909	$30,372	$50,350	$29,619 *	1	41	12	5	53
411 BRANCH MANAGER (LARGE +31)										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
ALL BANKS	4	INSUFFICIENT DATA								

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GEOGRAPHIC REGION VIII RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
412 BRANCH MANAGER (MEDIUM 10-30)										
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$29,503	$22,800	$37,680	$28,108	1	46	8	3	14
$100 TO $249 MILLION	10	$30,143	$24,243	$34,822	$30,775	1	44	14	3	15
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	26	$31,903	$25,754	$41,479	$29,787	2	43	12	6	14
413 BRANCH MANAGER (SMALL 10)										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	21	$22,359	$17,831	$23,030	$23,000	2	41	8	4	5
$100 TO $249 MILLION	24	$23,918	$17,061	$31,226	$21,775	3	40	11	3	6
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	56	$24,090	$18,928	$30,439	$22,917	2	41	9	4	5
414 DATA PROCESSING DIRECTOR										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	7	$29,708	$23,675	$35,075	$29,349	1	40	6	4	13
$100 TO $249 MILLION	9	$35,708	$33,950	$36,475	$33,500 *	1	38	6	3	6
$250 TO $499 MILLION	7	$47,150	$36,500	$56,000	$46,500	1	45	12	4	13
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	33	$40,971	$39,422	$56,616	$36,000 *	1	40	8	4	25
415 COMPUTER CENTER MANAGER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	10	$27,611	$25,560	$30,241	$23,750 *	1	34	8	2	7
$250 TO $499 MILLION	5	$32,004	$21,550	$32,850	$30,720	1	43	9	4	16
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	27	$28,304	$25,803	$37,150	$26,200	1	35	7	3	10

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GEOGRAPHIC REGION VIII RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
416 SYSTEMS & PROGRAMMING MANAGER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	7	$33,011	$23,600	$35,475	$28,200	1	45	11	3	6
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	18	$39,594	$36,211	$56,402	$39,500	1	39	6	3	15
417 DP OPERATIONS SUPERVISOR										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	10	$19,526	$16,976	$25,192	$19,200	1	32	8	2	3
$100 TO $249 MILLION	16	$17,403	$13,414	$19,523	$17,154	1	31	5	2	5
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	42	$20,403	$15,878	$23,509	$19,284	1	34	7	3	6
418 PURCHASING MANAGER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	12	$18,082	$16,300	$21,848	$17,231	1	47	12	5	3
$100 TO $249 MILLION	23	$19,296	$14,538	$21,879	$19,008	1	45	10	3	4
$250 TO $499 MILLION	14	$26,266	$18,969	$27,469	$24,857	1	49	12	6	13
$500 TO $999 MILLION	6	$26,312	$21,019	$30,375	$27,300	1	43	13	5	4
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	61	$22,747	$18,731	$27,500	$20,352	1	46	11	5	7
419 COMMERCIAL CREDIT DEPT MANAGER										
$20 TO $29 MILLION	3	INSUFFICIENT DATA								
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	25	$22,590	$19,648	$28,193	$21,000	1	32	3	2	4
$100 TO $249 MILLION	37	$27,906	$24,975	$36,251	$25,900	1	36	5	2	5
$250 TO $499 MILLION	12	$38,042 *	$24,340	$36,877	$32,830	1	40	10	2	8
$500 TO $999 MILLION	7	$42,555	$28,537	$43,326	$36,000	1	33	3	2	13
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	93	$28,736	$24,675	$36,565	$23,593 *	1	35	5	2	7

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GEOGRAPHIC REGION VIII RESULTS -- 1986

						MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
420 CONSUMER LOAN DEPT MANAGER										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	2	INSUFFICIENT DATA								
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	5	$20,094 *	$34,200	$34,200	$18,500 *	1	34	4	1	2
$50 TO $99 MILLION	15	$30,261	$24,331	$34,954	$31,000	1	39	6	2	5
$100 TO $249 MILLION	27	$31,368	$26,700	$43,684	$31,500	1	40	11	6	9
$250 TO $499 MILLION	9	$43,529	$37,500	$48,167	$45,000	1	44	5	4	10
$500 TO $999 MILLION	7	$50,373	$43,549	$65,786	$56,000	1	50	14	9	24
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	71	$33,286	$31,063	$46,920	$31,970	1	41	9	5	13
421 MORTGAGE LOAN DEPT MANAGER										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	13	$35,356	$29,101	$43,133	$37,325	1	40	7	3	4
$250 TO $499 MILLION	8	$45,478	$41,833	$75,000	$45,500	1	45	11	9	4
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
ALL BANKS	32	$37,563	$33,565	$50,754	$35,463	1	40	7	4	5
422 COMMERCIAL LOAN DEPT MANAGER										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	9	$35,286	$33,479	$46,832	$31,500 *	1	40	8	2	4
$100 TO $249 MILLION	26	$43,709	$31,867	$48,453	$44,500	1	40	9	4	10
$250 TO $499 MILLION	9	$64,981 *	$44,333	$61,165	$63,600 *	1	36	6	3	16
$500 TO $999 MILLION	7	$65,582	$53,564	$75,730	$63,996	2	41	9	4	8
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	60	$47,911	$38,184	$56,256	$46,968	1	38	8	3	9
423 SR TRUST OFFICER										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	11	$45,130 *	$40,814	$40,814	$46,800 *	1	45	12	5	8
$100 TO $249 MILLION	30	$47,580	$40,453	$55,641	$48,750	1	44	8	6	4
$250 TO $499 MILLION	14	$57,037	$48,260	$67,010	$58,750	1	50	12	8	11
$500 TO $999 MILLION	6	$65,120	$47,673	$72,835	$60,655	1	43	9	5	12
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	68	$51,536	$45,224	$63,783	$51,144	1	46	10	6	16

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES. ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION VIII RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
424 TRUST OPERATIONS MANAGER										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$21,202	$17,980	$22,648	$20,706	1	41	9	3	1
$100 TO $249 MILLION	21	$25,802	$20,744	$28,873	$24,120	1	43	7	4	3
$250 TO $499 MILLION	8	$26,259	$20,530	$29,550	$26,300	1	37	7	4	7
$500 TO $999 MILLION	5	$28,075 *	$20,321	$26,575	$27,989 *	1	38	2	1	8
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	44	$26,714	$23,177	$32,884	$24,830	1	41	8	5	9
425 TELEPHONE SUPERVISOR										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	9	$22,230	$18,182	$26,700	$23,150	1	47	10	4	3
426 COMPENSATION & BENEFITS MGR										
$100 TO $249 MILLION	6	$22,498	$17,388	$25,540	$22,028	1	38	12	4	2
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	13	$31,916	$29,607	$45,504	$25,000 *	1	40	12	4	3
427 PAYROLL SUPERVISOR										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$21,656	$20,100	$23,767	$21,300	1	50	17	7	1
$100 TO $249 MILLION	7	$15,142	$13,297	$18,372	$15,600	1	38	7	3	2
$250 TO $499 MILLION	5	$16,748	$13,332	$16,968	$15,000	1	39	9	6	4
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	26	$19,433	$17,291	$23,016	$17,890	1	39	8	4	3

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GEOGRAPHIC REGION VIII RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
428 INTERNAL AUDIT MANAGER										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$21,020 *	$12,000	$18,000	$22,000 *	1	36	11	3	1
$100 TO $249 MILLION	10	$28,595	$21,840	$36,485	$26,950	1	36	5	3	2
$250 TO $499 MILLION	10	$36,083	$31,200	$49,402	$36,750	1	36	9	3	4
$500 TO $999 MILLION	5	$43,480	$32,761	$48,501	$38,000	1	38	8	6	6
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	35	$35,638	$31,521	$49,172	$35,100	1	39	10	5	7
429 SECURITY MANAGER										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	8	$26,256	$19,164	$28,208	$26,300	1	45	13	7	5
$250 TO $499 MILLION	5	$31,550	$29,500	$32,475	$34,000 *	1	41	12	5	20
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	24	$29,688	$25,207	$35,388	$27,950	1	47	14	9	12
430 CONSUMER LOAN COLLECTION MGR										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	11	$20,137 *	$13,551	$19,127	$18,000	1	37	6	3	2
$100 TO $249 MILLION	13	$26,420	$21,645	$31,035	$24,800	1	46	11	5	2
$250 TO $499 MILLION	7	$24,451	$19,550	$25,820	$23,104	1	41	11	6	5
$500 TO $999 MILLION	5	$26,946	$18,415	$27,083	$25,000	1	44	7	4	4
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	41	$24,516	$19,561	$27,855	$23,004	1	43	9	5	5
431 TRAINING DIRECTOR										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	13	$25,666	$21,317	$33,089	$27,000	1	37	4	2	6

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GEOGRAPHIC REGION VIII RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
432 EMPLOYMENT MANAGEMENT										
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	9	$25,861	$21,428	$32,437	$25,846	1	37	10	4	3
433 SR BUSINESS DEVELOPMENT OFFICE										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	6	$35,212	$25,960	$40,000	$34,500	1	48	8	7	2
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	16	$41,398	$35,905	$53,175	$36,150	1	50	10	9	2
434 SR INTERNATIONAL BANKING OFFIC										
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	7	$63,783	$48,559	$77,419	$52,000	1	44	10	6	31
435 SR INVESTMENT OFFICER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$41,269	$32,667	$43,600	$32,200 *	1	44	11	5	2
$100 TO $249 MILLION	14	$39,338 *	$24,740	$37,400	$34,700	1	37	8	5	3
$250 TO $499 MILLION	6	$40,517	$35,300	$57,550	$44,500	1	36	7	2	3
$500 TO $999 MILLION	7	$46,935	$34,603	$51,886	$44,000	1	42	12	6	4
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	36	$45,222	$38,574	$60,323	$42,800	1	39	9	5	8

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GEOGRAPHIC REGION VIII RESULTS -- 1986

436 SR CORRESPONDENT BANKING OFFIC	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	5	$47,085	$35,800	$68,800	$47,200	1	45	15	13	3
$500 TO $999 MILLION	7	$46,672	$36,514	$54,937	$46,676	1	41	7	4	2
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	21	$45,373	$37,654	$59,283	$43,750	1	43	11	8	4

Region IX Mountain

Arizona
Colorado
Idaho
Montana
New Mexico
Nevada
Utah
Wyoming

GEOGRAPHIC REGION IX RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
101 FILE CLERK										
UNDER $20 MILLION	6	$8,471 *	$8,830	$9,705	$8,000 *	1				
$20 TO $29 MILLION	4	INSUFFICIENT DATA								
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	5	$10,766	$9,961	$12,417	$10,500	2				
$50 TO $99 MILLION	13	$10,045	$9,002	$12,670	$10,406	3				
$100 TO $249 MILLION	11	$9,066	$8,459	$12,378	$9,300	3				
$250 TO $499 MILLION	7	$10,050	$9,145	$12,983	$9,750	4				
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	5	$11,237	$10,221	$15,273	$11,093	56				
ALL BANKS	54	$9,731	$8,969	$12,462	$9,607	8				
102 GENERAL CLERK										
UNDER $20 MILLION	6	$10,813	$9,165	$12,324	$10,250	1				
$20 TO $29 MILLION	8	$11,616	$10,442	$11,760	$10,688	2				
$30 TO $39 MILLION	3	INSUFFICIENT DATA								
$40 TO $49 MILLION	7	$11,963	$10,407	$13,842	$11,744	2				
$50 TO $99 MILLION	15	$11,319	$9,827	$14,853	$10,560	4				
$100 TO $249 MILLION	15	$10,967	$9,305	$13,979	$11,171	9				
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	60	$11,413	$9,825	$14,036	$11,161	8				
103 CLERK TYPIST										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	3	INSUFFICIENT DATA								
$30 TO $39 MILLION	3	INSUFFICIENT DATA								
$40 TO $49 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$10,882	$10,400	$15,526	$10,577	2				
$100 TO $249 MILLION	9	$10,849	$9,486	$13,396	$10,620	2				
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	29	$11,411	$10,566	$14,054	$11,225	3				
104 DATA ENTRY OPERATOR										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	9	$11,966	$10,655	$16,403	$12,852	1				
$100 TO $249 MILLION	13	$12,176	$10,014	$14,927	$12,100	2				
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	34	$11,854	$10,203	$15,282	$11,700	2				

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GEOGRAPHIC REGION IX   RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
105 MAIL CLERK										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	7	$10,291	$8,997	$12,181	$9,984	1				
$100 TO $249 MILLION	13	$10,132	$8,493	$11,977	$9,444	1				
$250 TO $499 MILLION	6	$9,973	$8,462	$12,323	$10,390	3				
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	31	$10,225	$8,735	$12,190	$10,040	2				
106 ACCOUNTING CLERK - SR										
UNDER $20 MILLION	4	INSUFFICIENT DATA								
$20 TO $29 MILLION	8	$13,549	$10,700	$15,915	$13,615	1				
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	8	$15,470 *	$13,431	$14,744	$15,750 *	1				
$50 TO $99 MILLION	10	$16,939	$13,455	$19,794	$17,190	1				
$100 TO $249 MILLION	12	$14,698	$11,394	$16,997	$14,204	2				
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	49	$14,968	$12,279	$17,597	$14,442	4				
107 ACCOUNTING CLERK										
UNDER $20 MILLION	6	$10,837	$9,220	$12,425	$11,718	1				
$20 TO $29 MILLION	10	$11,444	$9,157	$13,298	$11,516	2				
$30 TO $39 MILLION	4	INSUFFICIENT DATA								
$40 TO $49 MILLION	5	$11,858	$9,853	$12,667	$11,300	2				
$50 TO $99 MILLION	13	$12,138	$10,452	$16,203	$12,402	3				
$100 TO $249 MILLION	19	$12,499	$10,395	$15,440	$12,208	3				
$250 TO $499 MILLION	5	$13,907	$10,830	$16,194	$13,536	3				
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	66	$12,200	$10,064	$14,827	$12,200	6				
108 PROOF MACHINE OPERATOR										
UNDER $20 MILLION	16	$10,596	$9,034	$12,048	$10,720	1				
$20 TO $29 MILLION	9	$10,742	$9,618	$10,873	$10,560	1				
$30 TO $39 MILLION	4	INSUFFICIENT DATA								
$40 TO $49 MILLION	12	$11,723	$9,969	$14,076	$11,700	2				
$50 TO $99 MILLION	17	$11,733	$9,706	$14,489	$11,128	2				
$100 TO $249 MILLION	19	$11,151	$9,133	$13,857	$11,146	4				
$250 TO $499 MILLION	7	$11,237	$9,625	$13,928	$11,697	6				
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	88	$11,283	$9,611	$13,662	$11,100	3				

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GEOGRAPHIC REGION IX RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
109 WORD PROCESSING OPERATOR										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$12,767	$10,976	$16,260	$12,720	1				
$100 TO $249 MILLION	10	$11,774	$10,306	$15,854	$11,215	2				
$250 TO $499 MILLION	5	$13,896	$11,897	$17,051	$14,436	1				
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	26	$12,974	$11,142	$16,783	$13,200	1				
110 BOOKKEEPING MACHINE OPERATOR										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	2	INSUFFICIENT DATA								
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	13	$12,173	$9,898	$15,743	$12,519	4				
111 MAINTENANCE SERVICE WORKER										
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	10	$12,953	$10,577	$15,553	$12,360	1				
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	23	$13,029	$11,155	$16,153	$12,240	2				
112 CUSTODIAN										
UNDER $20 MILLION	4	INSUFFICIENT DATA								
$20 TO $29 MILLION	4	INSUFFICIENT DATA								
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$13,155	$9,660	$14,256	$11,579	1				
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	26	$10,304	$8,821	$11,802	$10,212	2				

GEOGRAPHIC REGION IX RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
113 MESSENGER										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$9,498	$8,787	$13,446	$9,629	2				
$100 TO $249 MILLION	13	$9,561	$8,058	$11,572	$9,300	1				
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	24	$9,606	$8,453	$12,312	$9,372	2				
114 SECURITY GUARD										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	15	$15,847	$12,432	$17,025	$14,000	3				
201 SAFE DEPOSIT CLERK										
$20 TO $29 MILLION	2	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	5	$12,072	$10,266	$14,595	$11,400	1				
$50 TO $99 MILLION	12	$11,984	$10,461	$15,034	$13,086	1				
$100 TO $249 MILLION	16	$12,689	$10,345	$15,162	$12,721	2				
$250 TO $499 MILLION	6	$12,786	$10,057	$14,383	$12,426	2				
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	44	$12,320	$10,317	$14,947	$12,120	2				
202 RECEPTIONIST										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	6	$11,513	$6,439	$17,000	$11,880	1				
$30 TO $39 MILLION	4	INSUFFICIENT DATA								
$40 TO $49 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	10	$11,156	$9,822	$14,757	$11,372	1				
$100 TO $249 MILLION	13	$11,464	$9,783	$13,875	$10,840	1				
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	45	$11,333	$9,641	$14,096	$11,263	2				

GEOGRAPHIC REGION IX RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
203 NEW ACCOUNTS REPRESENTATIVE										
UNDER $20 MILLION	16	$11,325	$9,602	$13,169	$11,300	2				
$20 TO $29 MILLION	11	$12,773	$10,701	$13,947	$12,729	2				
$30 TO $39 MILLION	4	INSUFFICIENT DATA								
$40 TO $49 MILLION	12	$11,566	$10,545	$13,871	$11,340	2				
$50 TO $99 MILLION	19	$12,872	$10,977	$17,100	$12,646	3				
$100 TO $249 MILLION	18	$12,704	$10,650	$15,926	$12,411	5				
$250 TO $499 MILLION	8	$14,183	$11,315	$17,049	$14,113	8				
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	92	$12,727	$10,915	$15,903	$12,525	4				
204 TELEPHONE OPERATOR										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	3	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	5	$11,168 *	$11,927	$14,527	$11,300 *	2				
$50 TO $99 MILLION	12	$10,220	$9,658	$13,713	$9,900	1				
$100 TO $249 MILLION	19	$11,108	$9,122	$12,935	$11,867	1				
$250 TO $499 MILLION	6	$10,886	$9,465	$13,657	$10,640	1				
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	51	$10,751	$9,490	$13,396	$11,100	1				
205 SECRETARY										
UNDER $20 MILLION	14	$11,805	$9,946	$13,846	$12,603	2				
$20 TO $29 MILLION	9	$11,933	$9,859	$12,770	$12,250	2				
$30 TO $39 MILLION	3	INSUFFICIENT DATA								
$40 TO $49 MILLION	10	$12,131 *	$12,853	$15,257	$11,925 *	3				
$50 TO $99 MILLION	15	$13,486	$11,164	$16,601	$13,193	3				
$100 TO $249 MILLION	21	$13,385	$10,998	$16,196	$12,681	6				
$250 TO $499 MILLION	6	$13,619	$11,121	$17,019	$13,488	7				
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	82	$12,828	$11,037	$15,773	$12,910	5				
206 EXECUTIVE SECRETARY										
UNDER $20 MILLION	9	$14,460	$12,336	$16,822	$14,634	1				
$20 TO $29 MILLION	10	$14,880	$10,830	$16,153	$14,700	1				
$30 TO $39 MILLION	6	$16,221	$12,498	$16,953	$15,680	1				
$40 TO $49 MILLION	10	$16,708	$15,738	$20,787	$16,965	1				
$50 TO $99 MILLION	17	$17,586	$13,880	$20,996	$17,508	1		1		
$100 TO $249 MILLION	19	$18,062	$13,311	$20,380	$16,800	1				
$250 TO $499 MILLION	8	$19,214	$14,080	$22,393	$19,550	3				
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	83	$17,086	$13,614	$20,271	$16,650	2		1		

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GEOGRAPHIC REGION IX RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
207 LEGAL SECRETARY										
UNDER $20 MILLION	3	INSUFFICIENT DATA								
$20 TO $29 MILLION	4	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	20	$15,320	$12,612	$19,174	$14,579	2				
208 UNIVERSAL TELLER										
UNDER $20 MILLION	18	$10,290	$8,902	$12,104	$10,000	4				
$20 TO $29 MILLION	16	$10,439	$9,120	$11,411	$10,358	5				
$30 TO $39 MILLION	5	$10,043	$9,145	$13,397	$9,552	6				
$40 TO $49 MILLION	12	$10,089	$9,375	$13,313	$10,098	9				
$50 TO $99 MILLION	19	$11,546	$9,759	$15,535	$11,160	14				
$100 TO $249 MILLION	21	$10,751	$9,447	$14,551	$10,750	25				
$250 TO $499 MILLION	8	$11,255	$10,084	$15,150	$11,082	30				
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	103	$10,772	$9,531	$14,084	$10,605	19				
209 HEAD TELLER										
UNDER $20 MILLION	12	$12,675	$11,199	$15,542	$12,675	1				
$20 TO $29 MILLION	13	$13,663	$11,823	$17,125	$13,044	2				
$30 TO $39 MILLION	6	$15,393	$12,626	$17,419	$15,185	1				
$40 TO $49 MILLION	10	$14,719	$12,923	$16,779	$14,925	2				
$50 TO $99 MILLION	17	$15,418	$12,719	$20,201	$16,390	2				
$100 TO $249 MILLION	19	$14,741	$12,713	$18,834	$14,653	3				
$250 TO $499 MILLION	7	$17,217	$14,046	$21,707	$15,300	3				
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	88	$14,764	$12,692	$18,943	$14,505	3				
301 SR COMMERCIAL LOAN OFFICER										
UNDER $20 MILLION	7	$33,871	$29,500	$37,500	$33,500	1	39	6	2	4
$20 TO $29 MILLION	12	$40,722	$30,306	$44,975	$39,500	1	43	3	3	4
$30 TO $39 MILLION	3	INSUFFICIENT DATA								
$40 TO $49 MILLION	8	$41,190 *	$38,235	$39,589	$39,590 *	2	45	13	6	10
$50 TO $99 MILLION	16	$39,135	$28,799	$46,937	$36,902	1	40	8	4	8
$100 TO $249 MILLION	17	$40,097	$28,447	$44,153	$40,350	2	40	9	5	7
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	71	$39,328	$29,765	$45,247	$38,460	59	41	8	4	6

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GEOGRAPHIC REGION IX RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
302 COMMERCIAL LOAN OFFICER										
UNDER $20 MILLION	5	$25,770	$23,167	$28,167	$25,000	1	38	3	3	1
$20 TO $29 MILLION	7	$30,621	$23,638	$31,900	$28,680	1	41	4	3	2
$30 TO $39 MILLION	3	INSUFFICIENT DATA								
$40 TO $49 MILLION	8	$28,401	$21,800	$28,867	$25,625	2	36	7	4	8
$50 TO $99 MILLION	11	$28,246	$22,457	$38,056	$26,000	2	39	7	3	4
$100 TO $249 MILLION	18	$28,375	$20,868	$33,316	$27,854	2	38	6	4	2
$250 TO $499 MILLION	6	$26,379	$21,064	$33,604	$25,000	3	37	7	2	2
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	61	$28,296	$22,119	$33,966	$27,854	2	38	6	3	3
303 SR CONSUMER LOAN OFFICER										
UNDER $20 MILLION	5	$24,860	$18,500	$26,500	$22,700	1	45	5	2	5
$20 TO $29 MILLION	2	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	6	$31,014 *	$31,750	$35,750	$31,125 *	1	42	9	5	4
$50 TO $99 MILLION	6	$30,470	$24,125	$37,749	$30,900	1	40	6	3	4
$100 TO $249 MILLION	11	$33,507	$21,644	$33,903	$30,500	1	44	11	6	6
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	37	$30,892	$23,708	$35,450	$30,064	1	42	9	5	5
304 CONSUMER LOAN OFFICER										
UNDER $20 MILLION	7	$20,446	$15,000	$22,000	$20,000	1	33	4	3	3
$20 TO $29 MILLION	12	$20,145	$15,924	$24,795	$21,190	1	40	6	3	1
$30 TO $39 MILLION	4	INSUFFICIENT DATA								
$40 TO $49 MILLION	9	$20,993 *	$21,876	$25,776	$20,150 *	2	31	8	5	2
$50 TO $99 MILLION	18	$24,029	$18,906	$31,672	$23,775	1	40	8	5	2
$100 TO $249 MILLION	19	$23,354	$18,778	$30,041	$22,300	3	42	10	6	3
$250 TO $499 MILLION	7	$23,004	$18,399	$28,423	$20,650	2	32	6	3	4
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	80	$22,369	$18,831	$29,302	$21,965	2	38	8	4	2
305 SR MORTGAGE LOAN OFFICER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	2	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$33,658	$21,940	$35,473	$33,000	1	41	3	3	10
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	22	$35,921	$27,241	$43,391	$36,710	2	43	8	5	7

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GEOGRAPHIC REGION IX RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
306 MORTGAGE LOAN OFFICER										
UNDER $20 MILLION	4	INSUFFICIENT DATA								
$20 TO $29 MILLION	5	$20,040 *	$13,716	$16,180	$18,000 *	1	48	8	5	1
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	14	$21,276	$19,127	$30,900	$21,054	1	39	6	3	3
$250 TO $499 MILLION	7	$23,727	$20,097	$31,034	$23,808	2	41	7	3	3
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	43	$22,744	$18,741	$29,116	$22,740	2	40	7	3	2
307 TRUST ACCOUNT ADMINISTRATOR										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	5	$26,263	$20,162	$31,020	$26,150	1	43	6	5	4
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	14	$25,509	$21,500	$33,760	$24,570	2	40	8	4	3
308 CORPORATE TRUST OFFICER										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	10	$31,187	$20,662	$36,108	$30,325	3	43	10	4	3
309 PERSONAL TRUST OFFICER										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	7	$31,459	$19,958	$35,481	$27,600	2	46	8	8	3
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	13	$31,525	$21,421	$34,803	$27,600	3	45	9	6	2

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GEOGRAPHIC REGION IX RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
310 STAFF ATTORNEY										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	7	$37,695	$30,947	$54,046	$36,400	2	36	4	3	2
311 INTERNAL AUDITOR										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	3	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$23,833	$19,074	$27,308	$23,850	1	41	6	2	1
$100 TO $249 MILLION	10	$25,435	$18,988	$37,558	$25,480	1	40	6	3	2
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	32	$22,178	$18,617	$28,920	$22,048	2	39	7	3	2
312 LOAN REVIEW OFFICER										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	9	$25,921	$20,555	$32,013	$22,250	1	38	6	2	4
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	24	$28,291	$22,115	$35,343	$28,000	1	41	7	3	4
313 BUSINESS DEVELOPMENT OFFICER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$26,155	$20,335	$32,278	$26,265	1	42	7	2	1
$100 TO $249 MILLION	5	$30,114	$22,314	$40,007	$30,880	1	47	5	2	6
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	18	$30,009	$22,664	$37,132	$28,668	1	48	6	2	2

GEOGRAPHIC REGION IX RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
314 SYSTEMS ANALYST										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	7	$28,906	$22,266	$34,133	$28,171	6	41	8	3	6
315 SR COMPUTER PROGRAMMER										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	4	INSUFFICIENT DATA								
316 COMPUTER PROGRAMMER										
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	6	$19,317	$17,452	$26,816	$18,240	5	33	3	2	
317 SR COMPUTER OPERATOR										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	3	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	5	$16,524	$12,786	$20,024	$16,140	1	31	8	2	3
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	15	$15,575	$13,126	$19,668	$14,880	2	35	6	3	3

GEOGRAPHIC REGION IX RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
318 COMPUTER OPERATOR										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	6	$11,943	$11,028	$15,300	$12,200	1	28	5	3	1
$30 TO $39 MILLION	3	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$12,222	$10,208	$15,639	$12,266	2	30	4	3	
$100 TO $249 MILLION	10	$12,514	$10,917	$16,990	$12,126	2	30	4	3	
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	31	$12,901	$11,094	$16,672	$12,600	2	29	4	3	4
319 STAFF APPRAISER										
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	4	INSUFFICIENT DATA								
320 CONSUMER LOAN COLLECTOR										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	2	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	9	$18,413	$15,482	$22,460	$17,100	1	38	4	2	2
$100 TO $249 MILLION	15	$15,466	$12,782	$18,904	$14,720	2	35	5	2	
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	40	$16,619	$13,909	$20,252	$15,412	2	36	5	2	2
321 PERSONNEL ASSISTANT										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$13,968	$12,155	$17,825	$14,040	1	37	8	1	
$100 TO $249 MILLION	10	$16,809	$13,320	$19,669	$16,080	1	40	9	3	
$250 TO $499 MILLION	5	$18,680	$15,641	$23,886	$19,000	1	38	7	4	4
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	23	$16,477	$13,724	$20,682	$16,245	2	38	8	3	4

GEOGRAPHIC REGION IX RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
322 EMPLOYMENT INTERVIEWER										
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	4	INSUFFICIENT DATA								
323 ASST BRANCH MANAGER(LARGE +31)										
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	6	$37,183	$27,548	$43,486	$36,400	1	43	12	4	34
324 ASST BRANCH MANAGER(MED 10-30)										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	11	$24,544	$20,816	$30,711	$23,244	3	37	7	2	11
325 ASST BRANCH MANAGER(SMALL 10)										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	8	$19,606	$17,564	$27,971	$19,000	4	41	10	3	5

GEOGRAPHIC REGION IX RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
326 ACCOUNTANT										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	13	$23,477	$18,245	$28,887	$23,832	2	33	5	3	2
327 OFFICER TRAINEE (B.A.)										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	14	$17,433	$16,408	$23,360	$16,100 *	5	27	1	1	2
328 OFFICER TRAINEE (M.A.)										
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	1	INSUFFICIENT DATA								
329 ADVERTISING OFFICER										
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	6	$26,930	$20,879	$31,500	$21,570	1	46	5	4	1

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION IX RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
330 NEW ACCOUNTS OFFICER										
$20 TO $29 MILLION	3	INSUFFICIENT DATA								
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	8	$20,650	$16,647	$24,471	$21,190	1	45	12	6	3
$100 TO $249 MILLION	9	$21,799	$16,070	$25,112	$22,000	2	44	12	4	5
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	27	$20,834	$16,152	$24,524	$21,491	2	44	11	5	4
401 CHIEF EXECUTIVE OFFICER										
UNDER $20 MILLION	17	$49,768 *	$39,333	$49,500	$48,500	1	47	7	7	11
$20 TO $29 MILLION	16	$55,271	$42,226	$62,248	$54,800	1	49	10	7	19
$30 TO $39 MILLION	6	$61,035	$52,000	$78,000	$60,375	1	48	10	8	26
$40 TO $49 MILLION	11	$64,971 *	$64,681	$64,681	$64,700 *	1	55	16	10	32
$50 TO $99 MILLION	19	$85,814	$57,235	$123,314	$84,000	1	51	16	10	36
$100 TO $249 MILLION	21	$91,039	$64,451	$104,457	$89,130	1	52	18	7	84
$250 TO $499 MILLION	7	$122,715	$93,835	$172,415	$115,000	1	54	15	6	85
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	100	$78,740	$66,305	$106,522	$72,112	1	51	14	8	54
402 CHIEF ADMINISTRATIVE OFFICER										
UNDER $20 MILLION	8	$37,165	$26,500	$38,500	$33,150	1	41	6	3	11
$20 TO $29 MILLION	5	$44,880	$41,050		$45,000	1	38	4	4	13
$30 TO $39 MILLION	3	INSUFFICIENT DATA								
$40 TO $49 MILLION	7	$41,791 *	$37,725	$37,725	$44,238 *	1	53	11	8	35
$50 TO $99 MILLION	12	$58,328	$42,146	$74,873	$57,370	1	45	14	6	30
$100 TO $249 MILLION	15	$61,706	$39,768	$65,111	$62,000	1	45	10	3	59
$250 TO $499 MILLION	6	$79,154	$52,065	$92,735	$78,000	1	47	11	3	61
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	58	$57,212	$41,644	$68,499	$51,476	1	45	10	5	51
403 CHIEF FINANCIAL OFFICER										
UNDER $20 MILLION	4	INSUFFICIENT DATA								
$20 TO $29 MILLION	3	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$45,422	$36,767	$54,300	$44,500	1	43	7	5	22
$100 TO $249 MILLION	11	$44,483	$32,249	$53,884	$45,444	1	45	15	7	8
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	33	$48,944	$40,332	$64,769	$44,500	1	41	10	5	24

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GEOGRAPHIC REGION IX RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY*	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
404 SR OPERATIONS OFFICER										
UNDER $20 MILLION	12	$27,904	$24,833	$30,250	$27,225	1	43	9	3	7
$20 TO $29 MILLION	14	$26,456	$22,946	$35,194	$26,500	1	40	11	6	12
$30 TO $39 MILLION	4	INSUFFICIENT DATA								
$40 TO $49 MILLION	8	$27,791	$24,131	$29,431	$29,063	1	37	8	2	17
$50 TO $99 MILLION	15	$36,083	$29,495	$48,625	$33,883	1	42	10	4	24
$100 TO $249 MILLION	18	$43,789	$30,532	$47,032	$42,250	1	48	15	6	33
$250 TO $499 MILLION	6	$49,432	$37,588	$60,207	$50,496	1	46	18	4	32
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	81	$36,408	$30,534	$47,192	$33,558	1	43	12	5	25
405 OPERATIONS OFFICER										
UNDER $20 MILLION	10	$19,817 *	$14,800	$19,300	$19,415 *	1	35	5	2	6
$20 TO $29 MILLION	10	$19,089	$15,250	$22,900	$18,381	1	40	10	4	8
$30 TO $39 MILLION	3	INSUFFICIENT DATA								
$40 TO $49 MILLION	10	$23,505 *	$20,150	$21,750	$21,130	1	50	18	7	12
$50 TO $99 MILLION	14	$25,069	$19,453	$29,305	$21,862	2	37	9	5	13
$100 TO $249 MILLION	20	$26,378	$19,095	$29,949	$24,438	2	40	11	5	23
$250 TO $499 MILLION	5	$24,223	$17,555	$27,425	$19,994	4	41	7	5	8
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	76	$24,436	$19,526	$28,970	$21,270	2	41	11	5	17
406 PERSONNEL OFFICER/DIRECTOR										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	2	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	9	$24,434	$20,659	$32,234	$23,760	1	45	8	3	3
$100 TO $249 MILLION	18	$27,106	$23,461	$40,975	$26,438	1	43	12	4	5
$250 TO $499 MILLION	8	$36,540	$30,069	$46,924	$35,500	1	47	11	7	3
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	43	$30,989	$25,792	$42,304	$27,000	1	44	11	4	5
407 MARKETING OFFICER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	9	$26,734	$20,364	$34,756	$29,100	1	40	6	4	3
$100 TO $249 MILLION	11	$30,288	$22,531	$36,736	$28,620	1	37	4	3	2
$250 TO $499 MILLION	6	$36,391	$31,680	$51,738	$38,412	1	47	5	4	3
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	36	$31,187	$25,708	$41,097	$29,864	1	41	6	4	3

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GEOGRAPHIC REGION IX   RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
408 CONTROLLER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$27,556	$23,312	$45,336	$27,500	1	31	5	2	3
$100 TO $249 MILLION	10	$33,319	$25,620	$41,967	$34,000	1	36	6	4	4
$250 TO $499 MILLION	6	$32,753	$28,521	$44,357	$33,760	1	41	10	6	5
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	27	$35,661	$27,394	$45,445	$33,710	1	39	9	4	9
409 GENERAL ACCOUNTING MANAGER										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	2	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	8	$20,535	$17,455	$26,326	$19,301	1	34	10	3	5
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	26	$21,746	$19,238	$27,394	$19,301	1	40	11	6	4
410 BRANCH ADMINISTRATION OFFICER										
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	8	$51,858	$43,433	$78,730	$46,200	1	46	9	4	66
411 BRANCH MANAGER (LARGE +31)										
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	7	$45,727	$35,118	$55,520	$44,100	3	50	15	5	30

GEOGRAPHIC REGION IX RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
412 BRANCH MANAGER (MEDIUM 10-30)										
$20 TO $29 MILLION	3	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	7	$31,832	$22,504	$42,364	$30,000	3	42	13	6	12
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	19	$31,532	$25,937	$42,895	$32,740	4	41	10	5	14
413 BRANCH MANAGER (SMALL 10)										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$24,905	$18,117	$34,053	$26,549	3	43	8	4	5
$100 TO $249 MILLION	9	$26,936	$20,701	$38,018	$26,123	2	45	10	4	7
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	24	$27,302	$21,896	$38,218	$27,102	3	43	9	4	9
414 DATA PROCESSING DIRECTOR										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$30,693 *	$21,600	$29,700	$33,200 *	1	34	5	3	4
$100 TO $249 MILLION	5	$47,044	$27,645	$61,911	$45,500	1	40	10	8	17
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	16	$38,119	$29,934	$50,939	$38,917	1	36	8	5	10
415 COMPUTER CENTER MANAGER										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	7	$27,337	$22,792	$40,615	$25,020	1	37	12	3	8

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GEOGRAPHIC REGION IX RESULTS -- 1986

			MEAN SALARY RANGE			MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MINIMUM	MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
416 SYSTEMS & PROGRAMMING MANAGER										
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	4	INSUFFICIENT DATA								
417 DP OPERATIONS SUPERVISOR										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$19,828	$14,285	$23,415	$22,000	1	40	8	7	5
$100 TO $249 MILLION	6	$21,276	$14,872	$22,981	$21,080	1	41	7	4	5
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	19	$21,222	$16,675	$25,919	$22,300	1	40	8	5	5
418 PURCHASING MANAGER										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	7	$21,412	$15,042	$23,321	$20,100	1	49	10	4	4
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	18	$23,032	$17,313	$26,598	$23,700	1	47	12	5	4
419 COMMERCIAL GREDIT DEPT MANAGER										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	6	$30,254	$23,012	$42,594	$27,433	1	36	2	2	3
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	19	$25,850	$21,271	$36,713	$25,200	1	36	3	2	3

GEOGRAPHIC REGION IX RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
420 CONSUMER LOAN DEPT MANAGER										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$27,836	$24,280	$39,070	$28,800	1	36	6	2	7
$100 TO $249 MILLION	12	$34,980	$25,953	$39,800	$32,750	1	44	10	5	7
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	26	$35,933	$27,437	$42,590	$33,175	1	43	10	5	11
421 MORTGAGE LOAN DEPT MANAGER										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	9	$34,568	$29,088	$45,615	$35,000	1	43	8	6	5
$250 TO $499 MILLION	7	$44,106	$32,436	$50,638	$40,320	1	46	15	5	11
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	25	$37,757	$30,156	$46,369	$36,400	1	43	9	5	6
422 COMMERCIAL LOAN DEPT MANAGER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$40,171	$33,038	$55,061	$40,688	1	42	7	3	5
$100 TO $249 MILLION	11	$46,245	$33,848	$51,934	$47,000	1	42	9	6	7
$250 TO $499 MILLION	6	$54,707	$43,070	$69,003	$54,524	1	40	9	4	18
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	29	$51,563	$39,841	$62,948	$48,500	1	42	9	5	15
423 SR TRUST OFFICER										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	12	$46,539 *	$27,564	$45,793	$44,700	1	49	14	7	14
$250 TO $499 MILLION	7	$50,869	$38,822	$61,911	$52,760	1	43	11	5	13
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	25	$50,146	$36,979	$58,628	$48,700	1	47	12	5	19

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GEOGRAPHIC REGION IX RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
424 TRUST OPERATIONS MANAGER										
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	10	$29,356	$20,567	$35,529	$23,880	1	40	7	4	3
$250 TO $499 MILLION	5	$28,658	$22,685	$35,087	$24,792	1	38	9	4	7
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	19	$30,943	$23,490	$37,945	$24,792	1	40	9	4	5
425 TELEPHONE SUPERVISOR										
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	5	$19,464	$14,017	$21,019	$18,671	1	47	15	8	3
426 COMPENSATION & BENEFITS MGR										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	6	$26,383	$23,438	$34,963	$20,400 *	1	33	4	3	8
427 PAYROLL SUPERVISOR										
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	8	$19,425	$16,829	$25,703	$17,533	1	43	11	5	2

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GEOGRAPHIC REGION IX RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
428 INTERNAL AUDIT MANAGER										
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	12	$34,649	$31,695	$54,074	$30,566 *	1	40	9	5	3
429 SECURITY MANAGER										
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	10	$27,609	$22,391	$33,680	$24,515	1	51	10	6	7
430 CONSUMER LOAN COLLECTION MGR										
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	6	$22,270	$17,470	$26,601	$20,250	1	39	6	5	3
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	15	$24,335	$19,915	$31,197	$22,658	1	41	5	4	4
431 TRAINING DIRECTOR										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	7	$22,178	$18,595	$28,204	$20,200	1	38	7	3	5

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION IX RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
432 EMPLOYMENT MANAGEMENT										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	3	INSUFFICIENT DATA								
433 SR BUSINESS DEVELOPMENT OFFICE										
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	5	$44,597	$34,400	$48,450	$44,004	1	51	10	9	9
434 SR INTERNATIONAL BANKING OFFIC										
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	2	INSUFFICIENT DATA								
435 SR INVESTMENT OFFICER										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	13	$52,218	$38,667	$60,842	$51,000	1	44	17	7	11

GEOGRAPHIC REGION IX   RESULTS -- 1986

436 SR CORRESPONDENT BANKING OFFIC	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	4	INSUFFICIENT DATA								

Region X Pacific

Alaska
California
Hawaii
Oregon
Washington

GEOGRAPHIC REGION X RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
101 FILE CLERK	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	3	INSUFFICIENT DATA								
$30 TO $39 MILLION	3	INSUFFICIENT DATA								
$40 TO $49 MILLION	5	$9,612	$8,872	$12,372	$9,981	2				
$50 TO $99 MILLION	18	$11,080	$9,575	$13,592	$10,800	2				
$100 TO $249 MILLION	13	$10,262	$9,221	$13,192	$10,200	3				
$250 TO $499 MILLION	6	$10,254	$9,066	$13,862	$10,208	5				
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	53	$10,331	$9,131	$13,074	$10,172	3				
102 GENERAL CLERK										
UNDER $20 MILLION	4	INSUFFICIENT DATA								
$20 TO $29 MILLION	3	INSUFFICIENT DATA								
$30 TO $39 MILLION	4	INSUFFICIENT DATA								
$40 TO $49 MILLION	9	$13,249	$10,710	$15,090	$13,550	2				
$50 TO $99 MILLION	19	$13,455	$10,885	$16,775	$14,337	3				
$100 TO $249 MILLION	17	$12,460	$10,545	$15,541	$12,000	6				
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	65	$12,961	$10,581	$15,939	$12,611	8				
103 CLERK TYPIST										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	12	$14,030	$11,538	$16,986	$14,000	3				
$100 TO $249 MILLION	8	$13,740	$11,049	$16,785	$12,963	5				
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	33	$13,932	$11,352	$16,867	$13,080	5				
104 DATA ENTRY OPERATOR										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	10	$14,391	$13,561	$18,253	$13,905	2				
$100 TO $249 MILLION	7	$12,501	$11,671	$17,592	$12,580	2				
$250 TO $499 MILLION	10	$12,715	$11,069	$16,892	$12,678	3				
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	33	$13,256	$11,624	$17,155	$12,828	3				

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
105 MAIL CLERK										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	12	$11,223	$10,207	$14,736	$11,450	1				
$100 TO $249 MILLION	9	$10,918	$9,339	$13,350	$11,100	1				
$250 TO $499 MILLION	8	$11,082	$9,606	$13,835	$10,335	2				
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	5	$11,474	$10,112	$14,822	$11,502	5				
ALL BANKS	40	$10,937	$9,783	$14,079	$11,440	2				
106 ACCOUNTING CLERK - SR										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	4	INSUFFICIENT DATA								
$30 TO $39 MILLION	7	$18,824	$13,575	$21,275	$18,331	2				
$40 TO $49 MILLION	7	$16,073	$13,725	$20,952	$16,140	2				
$50 TO $99 MILLION	21	$18,195	$13,913	$20,713	$18,720	2				
$100 TO $249 MILLION	13	$18,571	$15,274	$22,985	$18,143	3				
$250 TO $499 MILLION	7	$18,936	$14,678	$21,904	$18,200	2				
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	5	$19,092	$15,066	$22,610	$17,683	6				
ALL BANKS	66	$18,195	$14,409	$21,603	$17,956	2				
107 ACCOUNTING CLERK										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	2	INSUFFICIENT DATA								
$30 TO $39 MILLION	5	$14,125	$12,533	$19,520	$15,324	2				
$40 TO $49 MILLION	12	$15,818	$11,834	$16,860	$14,895	1				
$50 TO $99 MILLION	26	$15,778	$12,010	$18,339	$14,825	3				
$100 TO $249 MILLION	17	$13,679	$11,428	$16,824	$13,608	3				
$250 TO $499 MILLION	10	$14,906	$12,611	$18,609	$14,511	1				
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	80	$15,019	$12,053	$17,984	$14,725	3				
108 PROOF MACHINE OPERATOR										
UNDER $20 MILLION	9	$10,516	$9,516	$13,096	$10,296	1				
$20 TO $29 MILLION	9	$13,476	$11,291	$16,611	$13,166	1				
$30 TO $39 MILLION	9	$12,849	$12,416	$18,632	$12,000 *	1				
$40 TO $49 MILLION	12	$13,888	$11,439	$16,491	$13,302	1				
$50 TO $99 MILLION	28	$13,184	$11,016	$16,504	$12,900	2				
$100 TO $249 MILLION	22	$13,020	$10,825	$15,656	$12,940	3				
$250 TO $499 MILLION	11	$11,924	$10,235	$15,287	$11,946	6				
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	104	$12,912	$10,866	$15,990	$12,510	3				

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GEOGRAPHIC REGION X   RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
109 WORD PROCESSING OPERATOR										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$16,110	$13,572	$18,236	$16,800	1				
$100 TO $249 MILLION	7	$17,330	$12,540	$19,378	$17,576	1				
$250 TO $499 MILLION	5	$16,377	$11,991	$17,574	$17,410	1				
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	27	$16,653	$12,888	$19,012	$17,061	2				
110 BOOKKEEPING MACHINE OPERATOR										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	7	$12,850	$11,775	$16,410	$12,900	3				
111 MAINTENANCE SERVICE WORKER										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	6	$14,753	$10,572	$16,020	$16,082 *	2				
112 CUSTODIAN										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	9	$13,733	$9,451	$14,903	$12,390	2				

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GEOGRAPHIC REGION X RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
113 MESSENGER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	2	INSUFFICIENT DATA								
$30 TO $39 MILLION	5	$14,162	$11,240	$16,320	$13,200	1				
$40 TO $49 MILLION	10	$11,909	$10,170	$14,802	$11,850	2				
$50 TO $99 MILLION	27	$12,250	$10,598	$15,130	$11,800	2				
$100 TO $249 MILLION	19	$10,861	$9,547	$13,463	$10,600	2				
$250 TO $499 MILLION	10	$11,842	$9,968	$14,112	$11,747	5				
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	78	$11,888	$10,137	$14,419	$11,483	3				
114 SECURITY GUARD										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	7	$12,893	$11,390	$17,147	$12,855	4				
201 SAFE DEPOSIT CLERK										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	11	$13,092 *	$22,189	$16,375	$12,870 *	2				
$100 TO $249 MILLION	8	$12,351	$11,000	$15,522	$12,363	3				
$250 TO $499 MILLION	8	$12,737	$10,964	$16,341	$12,039	4				
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	34	$12,886 *	$13,923	$15,834	$12,700 *	3				
202 RECEPTIONIST										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	3	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	18	$13,241	$10,614	$15,267	$12,616	2				
$100 TO $249 MILLION	9	$12,900	$10,355	$15,518	$12,480	2				
$250 TO $499 MILLION	5	$14,010	$11,768	$17,404	$13,750	2				
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	46	$12,797	$10,554	$15,396	$12,490	2				

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GEOGRAPHIC REGION X RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
203 NEW ACCOUNTS REPRESENTATIVE										
UNDER $20 MILLION	10	$13,481	$11,138	$16,679	$13,260	1				
$20 TO $29 MILLION	11	$14,964	$12,503	$18,754	$14,700	2				
$30 TO $39 MILLION	9	$15,785	$13,656	$20,684	$16,775	2				
$40 TO $49 MILLION	14	$14,659	$12,429	$18,290	$14,790	2				
$50 TO $99 MILLION	35	$15,410	$12,513	$18,324	$15,504	3				
$100 TO $249 MILLION	24	$13,842	$11,548	$17,717	$13,614	6				
$250 TO $499 MILLION	12	$13,846	$11,535	$17,211	$13,648	10				
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	120	$14,606	$12,048	$18,026	$14,608	5				
204 TELEPHONE OPERATOR										
$20 TO $29 MILLION	4	INSUFFICIENT DATA								
$30 TO $39 MILLION	5	$11,956	$10,240	$15,040	$12,345	1				
$40 TO $49 MILLION	8	$11,774	$9,900	$13,992	$11,157	1				
$50 TO $99 MILLION	19	$12,541	$10,933	$15,678	$12,720	1				
$100 TO $249 MILLION	16	$12,852	$10,112	$14,363	$13,020	1				
$250 TO $499 MILLION	10	$12,565	$10,503	$15,495	$12,090	2				
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	67	$12,467	$10,426	$14,983	$12,420	1				
205 SECRETARY										
UNDER $20 MILLION	5	$13,235	$11,240	$17,300	$13,020	1				
$20 TO $29 MILLION	8	$16,673	$13,780	$19,751	$16,200	2				
$30 TO $39 MILLION	8	$19,348	$15,050	$22,490	$19,142	2				
$40 TO $49 MILLION	10	$17,021	$12,578	$18,336	$16,836	2				
$50 TO $99 MILLION	31	$17,066	$13,101	$19,337	$16,516	4				
$100 TO $249 MILLION	23	$15,556	$12,401	$19,096	$15,182	5				
$250 TO $499 MILLION	11	$15,558	$12,474	$18,719	$16,236	8				
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	5	$14,465	$12,310	$18,462	$14,769	31				
ALL BANKS	103	$16,371	$12,883	$19,255	$16,236	5				
206 EXECUTIVE SECRETARY										
UNDER $20 MILLION	6	$17,132	$13,685	$21,034	$16,275	1				
$20 TO $29 MILLION	7	$19,705	$15,971	$23,974	$19,200	1				
$30 TO $39 MILLION	7	$24,078	$20,950	$31,025	$26,160	1				
$40 TO $49 MILLION	11	$19,815	$14,514	$21,941	$20,200	1				
$50 TO $99 MILLION	34	$22,078	$16,290	$23,865	$21,444	2				
$100 TO $249 MILLION	23	$22,075	$16,444	$24,632	$21,344	2				
$250 TO $499 MILLION	11	$22,833	$16,217	$25,160	$21,890	2				
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	105	$21,546	$16,208	$24,354	$20,796	2				

GEOGRAPHIC REGION X RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
207 LEGAL SECRETARY										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$18,815	$16,181	$21,270	$18,486	4				
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	19	$17,785	$14,525	$21,133	$17,486	7				
208 UNIVERSAL TELLER										
UNDER $20 MILLION	9	$11,312*	$9,529	$14,075	$11,000	5				
$20 TO $29 MILLION	10	$14,333	$10,817	$16,466	$12,125	6				
$30 TO $39 MILLION	8	$18,696	$12,200	$19,035	$14,634	5*				
$40 TO $49 MILLION	14	$12,446	$10,959	$15,836	$12,382	6				
$50 TO $99 MILLION	34	$12,769	$10,799	$16,367	$12,716	13				
$100 TO $249 MILLION	22	$12,341	$10,149	$15,589	$11,912	23				
$250 TO $499 MILLION	12	$12,566	$10,569	$16,483	$12,590	46				
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	114	$13,021	$10,614	$16,127	$12,452	22				
209 HEAD TELLER										
UNDER $20 MILLION	4	INSUFFICIENT DATA								
$20 TO $29 MILLION	10	$14,665	$12,608	$19,320	$14,355	1				
$30 TO $39 MILLION	7	$13,881	$12,200	$17,280	$13,668	1				
$40 TO $49 MILLION	11	$15,252	$13,656	$20,028	$14,634	1				
$50 TO $99 MILLION	28	$15,010	$12,804	$18,933	$14,400	2				
$100 TO $249 MILLION	21	$14,727	$12,236	$18,489	$14,580	5				
$250 TO $499 MILLION	6	$16,306	$12,518	$18,876	$14,558	6				
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	91	$14,961	$12,619	$18,878	$14,513	3				
301 SR COMMERCIAL LOAN OFFICER										
UNDER $20 MILLION	4	INSUFFICIENT DATA								
$20 TO $29 MILLION	10	$45,340	$37,775	$55,650	$48,250	1	41	2	3	6
$30 TO $39 MILLION	5	$56,800			$60,000	1	50	2	2	4
$40 TO $49 MILLION	9	$48,580 *	$52,400	$78,300	$48,500 *	1	45	3	2	5
$50 TO $99 MILLION	26	$50,680	$33,647	$55,711	$52,400	2	43	4	4	5
$100 TO $249 MILLION	19	$45,933	$31,645	$48,805	$40,900	2	47	5	3	4
$250 TO $499 MILLION	10	$54,416	$38,648	$66,394	$53,456	4	43	3	3	10
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	89	$48,481	$34,532	$54,755	$46,425	2	44	4	3	5

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION X   RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
302 COMMERCIAL LOAN OFFICER										
UNDER $20 MILLION	4	INSUFFICIENT DATA								
$20 TO $29 MILLION	8	$33,535	$25,802	$41,751	$30,384	1	37	2	4	5
$30 TO $39 MILLION	8	$37,566	$31,460	$47,040	$37,350	1	39	3	4	2
$40 TO $49 MILLION	10	$35,845	$28,133	$41,700	$32,400	1	38	4	2	3
$50 TO $99 MILLION	23	$33,772	$26,561	$40,035	$34,500	3	39	2	2	2
$100 TO $249 MILLION	21	$33,308	$24,970	$39,973	$34,094	2	39	3	2	3
$250 TO $499 MILLION	9	$38,369	$28,600	$47,770	$34,020	5	36	4	2	1
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	88	$33,951	$26,473	$41,370	$33,575	3	38	3	2	3
303 SR CONSUMER LOAN OFFICER										
$20 TO $29 MILLION	2	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	10	$35,371	$26,396	$40,247	$35,250	1	41	3	2	6
$100 TO $249 MILLION	10	$36,448	$25,218	$40,648	$33,420	1	42	5	3	3
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	31	$33,889	$24,083	$37,790	$32,400	3	40	5	3	4
304 CONSUMER LOAN OFFICER										
UNDER $20 MILLION	3	INSUFFICIENT DATA								
$20 TO $29 MILLION	6	$29,244	$22,200	$32,600	$26,883	1	37	4	4	2
$30 TO $39 MILLION	5	$28,352	$16,077	$33,900	$30,000	1	43	7	5	3
$40 TO $49 MILLION	7	$27,684	$19,300	$28,900	$24,961	1	34	6	2	3
$50 TO $99 MILLION	21	$26,024	$22,085	$34,142	$25,450	2	35	4	2	2
$100 TO $249 MILLION	19	$25,092	$19,470	$30,046	$23,300	3	39	6	2	2
$250 TO $499 MILLION	11	$23,742	$18,449	$29,001	$23,760	6	36	5	3	1
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	75	$25,504	$19,282	$30,414	$24,400	3	37	5	3	2
305 SR MORTGAGE LOAN OFFICER										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	11	$48,224	$34,305	$52,534	$47,496	1	42	3	3	3
$100 TO $249 MILLION	12	$42,215	$34,676	$55,938	$42,183	1	38	6	4	5
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	32	$44,251	$33,459	$52,797	$42,750	1	40	5	3	7

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
306 MORTGAGE LOAN OFFICER										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	8	$32,857	$25,380	$36,095	$30,240	1	39	2	1	2
$100 TO $249 MILLION	14	$30,737	$23,734	$36,251	$29,402	2	38	4	2	2
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	32	$31,016	$24,048	$36,877	$30,063	2	38	4	2	3
307 TRUST ACCOUNT ADMINISTRATOR										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	9	$37,088	$27,921	$42,041	$33,060	2	41	9	5	7
308 CORPORATE TRUST OFFICER										
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	5	$50,247	$36,474	$58,767	$46,008	1	44	6	5	7
309 PERSONAL TRUST OFFICER										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	6	$35,549	$28,163	$42,174	$31,678	2	47	8	5	7

GEOGRAPHIC REGION X RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
310 STAFF ATTORNEY										
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	6	$44,418 *	$27,787	$43,038	$39,625	1	37	4	4	1
311 INTERNAL AUDITOR										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	13	$27,622	$22,866	$36,497	$25,200	1	43	4	3	2
$100 TO $249 MILLION	15	$29,090	$20,833	$32,946	$26,017	1	46	6	4	3
$250 TO $499 MILLION	8	$25,113	$19,888	$32,932	$22,280	2	33	5	3	3
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	5	$23,611	$21,746	$33,216	$23,350	2	37	7	2	
ALL BANKS	45	$26,510	$21,175	$33,558	$24,335	1	42	5	3	3
312 LOAN REVIEW OFFICER										
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	10	$31,080	$24,095	$35,638	$31,000	1	38	4	2	3
$100 TO $249 MILLION	12	$41,516	$30,033	$48,282	$41,880	1	51	6	4	5
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	32	$37,697	$28,390	$43,897	$33,191	1	45	7	3	7
313 BUSINESS DEVELOPMENT OFFICER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	3	INSUFFICIENT DATA								
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	6	$33,123			$31,960	1	48	2	2	4
$50 TO $99 MILLION	13	$34,839	$23,429	$36,972	$34,100	1	42	3	2	3
$100 TO $249 MILLION	11	$32,909	$23,001	$42,241	$26,720	2	47	5	3	2
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	42	$32,651	$21,668	$36,828	$30,090	2	47	4	3	3

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION X RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
314 SYSTEMS ANALYST										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	11	$29,957	$24,902	$39,843	$32,700	2	33	3	2	2
315 SR COMPUTER PROGRAMMER										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	5	$31,438 *	$19,837	$31,190	$30,400	1	35	4	4	3
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	13	$31,205	$21,074	$33,332	$30,450	3	37	4	3	2
316 COMPUTER PROGRAMMER										
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	14	$21,979	$17,283	$25,970	$22,599	2	34	3	2	
317 SR COMPUTER OPERATOR										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$21,360	$17,240	$24,621	$20,400	1	29	3	3	2
$100 TO $249 MILLION	6	$20,835	$15,490	$23,285	$20,195	1	29	5	2	1
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	22	$20,077	$15,639	$23,259	$19,950	1	30	5	3	1

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION X   RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
318 COMPUTER OPERATOR										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	2	INSUFFICIENT DATA								
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	8	$14,973	$12,571	$18,727	$14,400	1	29	3	1	
$100 TO $249 MILLION	15	$16,316	$12,881	$19,558	$16,080	2	29	3	2	5
$250 TO $499 MILLION	10	$16,610	$13,983	$20,966	$15,807	3	31	4	3	
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	43	$15,981	$13,193	$19,976	$15,097	2	29	3	2	3
319 STAFF APPRAISER										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	12	$29,960	$22,488	$34,583	$30,000	2	50	8	4	1
320 CONSUMER LOAN COLLECTOR										
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	9	$21,911	$16,520	$24,497	$23,100	2	41	2	2	1
$100 TO $249 MILLION	11	$20,611	$15,474	$23,225	$19,200	1	40	2	2	3
$250 TO $499 MILLION	8	$24,191	$18,800	$29,858	$23,880	2	39	6	4	1
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	34	$21,133	$16,593	$25,144	$19,526	2	39	3	3	2
321 PERSONNEL ASSISTANT										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$20,120	$15,518	$23,338	$20,000	1	32	6	4	1
$100 TO $249 MILLION	11	$17,161	$13,300	$20,133	$17,010	1	36	3	2	1
$250 TO $499 MILLION	10	$20,130	$15,020	$22,772	$17,860	1	39	6	3	2
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	35	$19,136	$14,821	$22,266	$18,090	1	35	4	2	2

GEOGRAPHIC REGION X RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
322 EMPLOYMENT INTERVIEWER										
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	5	$22,860	$17,790	$27,496	$22,950	1	38	4	2	
323 ASST BRANCH MANAGER(LARGE +31)										
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	13	$37,305	$26,843	$42,790	$37,299	3	45	11	4	22
324 ASST BRANCH MANAGER(MED 10-30)										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	11	$29,721	$23,644	$35,607	$30,090	1	40	6	3	9
$100 TO $249 MILLION	10	$30,719	$24,237	$36,974	$27,250	2	38	6	2	12
$250 TO $499 MILLION	8	$29,935	$21,398	$35,629	$28,572	5	39	5	3	11
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	36	$29,533	$22,714	$34,916	$28,196	3	39	6	3	10
325 ASST BRANCH MANAGER(SMALL 10)										
$50 TO $99 MILLION	7	$22,909	$19,813	$28,934	$22,750	2	40	8	3	7
$100 TO $249 MILLION	6	$26,155	$20,780	$34,120	$27,318	4	40	7	4	35
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	18	$25,014	$19,672	$30,334	$24,375	3	40	8	4	11

GEOGRAPHIC REGION X   RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
326 ACCOUNTANT										
$50 TO $99 MILLION	5	$25,956	$21,633	$32,533	$23,480	1	38	2	2	1
$100 TO $249 MILLION	7	$23,684	$17,628	$27,745	$24,000	1	35	5	2	3
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	20	$24,414	$19,710	$30,503	$23,430	2	35	5	2	3
327 OFFICER TRAINEE (B.A.)										
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	5	$15,844	$14,120	$22,480	$15,360	2	30	2	2	
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	16	$18,780	$15,498	$23,229	$18,600	4	32	2	1	3
328 OFFICER TRAINEE (M.A.)										
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	2	INSUFFICIENT DATA								
329 ADVERTISING OFFICER										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$22,623	$16,800	$26,700	$21,480	1	39	2	1	1
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	15	$23,888	$20,074	$30,718	$21,800	1	35	4	2	1

GEOGRAPHIC REGION X   RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
330 NEW ACCOUNTS OFFICER										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$19,867	$17,793	$27,780	$19,050	1	33	2	4	2
$100 TO $249 MILLION	6	$25,205	$19,753	$29,561	$26,034	1	43	5	4	2
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	20	$22,313	$18,224	$27,919	$20,791	2	41	5	4	3
401 CHIEF EXECUTIVE OFFICER										
UNDER $20 MILLION	8	$54,696	$41,800	$69,305	$54,400	1	51	6	6	13
$20 TO $29 MILLION	11	$73,309	$70,000	$110,000	$62,000 *	1	49	3	3	20
$30 TO $39 MILLION	9	$74,945	$58,333	$95,000	$70,000	1	51	4	4	27
$40 TO $49 MILLION	15	$92,713 *	$58,133	$86,000	$88,650 *	1	50	6	6	25
$50 TO $99 MILLION	35	$91,316	$62,620	$104,135	$89,237	1	51	7	5	31
$100 TO $249 MILLION	25	$109,430	$82,890	$132,307	$106,200	1	49	9	6	81
$250 TO $499 MILLION	12	$130,888	$116,420	$169,220	$115,178 *	1	55	15	7	254
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	5	$288,200	$187,170	$290,660	$220,000	1	55	14	7	1847
ALL BANKS	122	$103,136	$78,162	$125,008	$90,055	1	51	8	5	154
402 CHIEF ADMINISTRATIVE OFFICER										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	4	INSUFFICIENT DATA								
$30 TO $39 MILLION	4	INSUFFICIENT DATA								
$40 TO $49 MILLION	9	$51,100	$40,000	$60,000	$53,004	1	43	4	3	12
$50 TO $99 MILLION	17	$69,511	$58,092	$94,363	$69,193	1	43	6	5	22
$100 TO $249 MILLION	17	$69,645	$59,419	$82,125	$70,000	1	47	5	4	67
$250 TO $499 MILLION	8	$113,867	$85,605	$131,070	$98,750	1	54	11	5	140
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	65	$74,981	$64,569	$99,427	$64,600	1	46	6	4	142
403 CHIEF FINANCIAL OFFICER										
UNDER $20 MILLION	6	$39,422	$34,450	$50,340	$41,315	1	45	5	5	11
$20 TO $29 MILLION	6	$42,767			$39,250	1	42	4	4	14
$30 TO $39 MILLION	6	$51,960	$40,200	$65,750	$55,000	1	50	2	3	14
$40 TO $49 MILLION	12	$51,083	$41,867	$62,200	$53,650	1	45	4	4	15
$50 TO $99 MILLION	27	$53,954	$38,637	$59,890	$52,000	1	43	4	3	9
$100 TO $249 MILLION	17	$61,823	$44,492	$70,500	$60,588	1	42	7	5	29
$250 TO $499 MILLION	9	$72,128	$53,760	$92,060	$69,660	1	50	11	6	42
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	5	$110,140	$74,715	$117,672	$85,200	1	45	15	3	99
ALL BANKS	90	$58,661	$46,962	$73,884	$54,478	1	44	6	4	24

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION X   RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
404 SR OPERATIONS OFFICER										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	2	INSUFFICIENT DATA								
$30 TO $39 MILLION	6	$31,303	$28,333	$39,800	$31,492	1	35	3	1	7
$40 TO $49 MILLION	9	$35,121	$30,725	$45,525	$36,000	1	36	4	3	14
$50 TO $99 MILLION	22	$36,750	$30,075	$46,194	$37,575	1	39	6	3	15
$100 TO $249 MILLION	15	$47,003	$31,538	$49,370	$43,800	1	44	9	4	42
$250 TO $499 MILLION	10	$52,717	$38,087	$60,032	$48,402	1	45	9	5	52
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	70	$41,714	$34,360	$52,896	$38,126	1	40	7	3	38
405 OPERATIONS OFFICER										
UNDER $20 MILLION	8	$17,933	$14,100	$20,874	$17,610	1	40	4	3	8
$20 TO $29 MILLION	7	$27,004	$21,869	$36,068	$29,040	1	35	2	3	13
$30 TO $39 MILLION	8	$21,306	$17,760	$28,900	$20,200	1	34	4	2	7
$40 TO $49 MILLION	15	$26,166	$18,650	$28,750	$23,400	2	33	3	2	10
$50 TO $99 MILLION	30	$23,527	$19,164	$29,240	$23,110	2	34	4	3	11
$100 TO $249 MILLION	21	$25,124	$20,299	$31,708	$25,345	5	35	5	3	22
$250 TO $499 MILLION	9	$32,178	$25,629	$38,579	$25,100 *	4	41	8	3	44
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	102	$25,327	$20,236	$31,467	$23,800	3	35	5	3	21
406 PERSONNEL OFFICER/DIRECTOR										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	14	$29,020	$23,833	$36,010	$28,400	1	46	9	3	4
$100 TO $249 MILLION	19	$32,926	$25,840	$39,616	$31,620	1	43	6	4	3
$250 TO $499 MILLION	10	$44,708	$34,012	$56,432	$41,626	1	49	9	8	5
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	54	$37,163	$29,374	$45,575	$34,755	1	44	7	4	8
407 MARKETING OFFICER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	3	INSUFFICIENT DATA								
$30 TO $39 MILLION	3	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	9	$43,995	$29,708	$47,096	$43,350	1	46	3	3	3
$100 TO $249 MILLION	14	$37,494	$28,852	$45,842	$33,672	1	44	6	2	1
$250 TO $499 MILLION	9	$48,525	$32,982	$54,084	$45,660	1	41	6	3	3
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	46	$42,502	$30,591	$48,915	$42,000	1	44	5	3	5

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION X RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
408 CONTROLLER										
$30 TO $39 MILLION	3	INSUFFICIENT DATA								
$40 TO $49 MILLION	6	$32,319	$25,900	$38,700	$30,850	1	42	7	4	2
$50 TO $99 MILLION	12	$34,418	$26,970	$41,416	$32,030	1	37	3	2	3
$100 TO $249 MILLION	14	$41,618	$32,233	$51,021	$40,280	1	37	7	3	3
$250 TO $499 MILLION	10	$41,062	$29,078	$48,311	$40,400	1	42	8	2	5
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	5	$56,000	$38,500	$60,375	$60,600 *	1	41	8	2	23
ALL BANKS	52	$40,094	$31,142	$49,313	$39,674	1	39	6	3	6
409 GENERAL ACCOUNTING MANAGER										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	10	$26,239	$19,599	$29,786	$26,400	1	35	7	4	3
$100 TO $249 MILLION	6	$29,236	$22,884	$35,432	$28,600	1	37	4	3	6
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	28	$30,026	$22,907	$35,360	$28,315	1	36	6	3	6
410 BRANCH ADMINISTRATION OFFICER										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$28,575	$25,944	$40,152	$28,100	1	37	6	2	11
$100 TO $249 MILLION	11	$46,839	$35,170	$57,036	$39,204	1	39	7	3	23
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	27	$45,916	$36,639	$59,506	$40,992	1	37	9	3	74
411 BRANCH MANAGER (LARGE +31)										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	7	$46,977	$32,552	$51,382	$50,000	2	48	7	7	14
$100 TO $249 MILLION	8	$51,296	$36,063	$56,637	$50,872	1	46	8	4	29
$250 TO $499 MILLION	8	$49,592	$34,800	$57,309	$51,360	1	42	8	4	35
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	33	$51,006	$35,176	$56,012	$51,057	2	46	9	5	25

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GEOGRAPHIC REGION X RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
412 BRANCH MANAGER (MEDIUM 10-30)										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	21	$40,917	$30,331	$47,088	$40,300	2	46	4	3	12
$100 TO $249 MILLION	18	$42,350	$31,366	$51,273	$42,966	3	43	6	4	17
$250 TO $499 MILLION	10	$42,710	$28,478	$49,360	$41,586	6	46	8	5	20
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	61	$41,116	$29,887	$48,389	$41,574	5	45	6	4	15
413 BRANCH MANAGER (SMALL 10)										
UNDER $20 MILLION	4	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	3	INSUFFICIENT DATA								
$40 TO $49 MILLION	5	$33,660	$25,200	$39,000	$36,000	1	41	2	2	4
$50 TO $99 MILLION	17	$35,179	$25,978	$40,512	$39,300	2	42	4	3	5
$100 TO $249 MILLION	14	$33,471	$26,478	$42,752	$35,164	4	42	5	3	9
$250 TO $499 MILLION	8	$32,830	$25,121	$41,614	$32,123	5	41	6	3	12
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	58	$32,742	$24,959	$39,977	$33,548	3	41	5	2	7
414 DATA PROCESSING DIRECTOR										
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	9	$37,039	$27,840	$43,650	$36,960	1	35	4	2	11
$250 TO $499 MILLION	5	$50,988	$37,043	$62,310	$50,340	1	43	9	4	32
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	22	$43,715	$35,217	$55,621	$40,226	1	36	5	2	23
415 COMPUTER CENTER MANAGER										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	5	$26,621	$21,840	$32,310	$27,700	1	38	3	2	11
$250 TO $499 MILLION	7	$39,478	$30,795	$49,680	$36,000	1	41	3	2	19
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	19	$35,211	$26,429	$40,796	$33,250	1	38	3	2	13

GEOGRAPHIC REGION X RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
416 SYSTEMS & PROGRAMMING MANAGER										
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	10	$47,904	$32,171	$51,147	$43,425	1	40	7	3	8
417 DP OPERATIONS SUPERVISOR										
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	8	$24,377	$17,839	$27,535	$24,000	1	32	4	2	11
$250 TO $499 MILLION	7	$30,290	$23,225	$36,485	$29,400	1	40	8	5	8
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	25	$26,349	$20,399	$31,241	$25,716	1	36	6	3	11
418 PURCHASING MANAGER										
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	8	$20,503	$16,706	$24,976	$19,550	1	36	5	3	3
$100 TO $249 MILLION	11	$24,316	$17,215	$25,933	$24,120	1	38	7	4	1
$250 TO $499 MILLION	8	$33,266	$22,452	$36,960	$32,808	1	43	11	6	4
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	33	$26,289	$19,217	$29,965	$25,472	1	40	8	5	5
419 COMMERCIAL CREDIT DEPT MANAGER										
$20 TO $29 MILLION	3	INSUFFICIENT DATA								
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	21	$51,470	$38,495	$57,870	$50,000	1	45	5	3	9

GEOGRAPHIC REGION X RESULTS -- 1986

			MEAN SALARY RANGE			MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MINIMUM	MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
420 CONSUMER LOAN DEPT MANAGER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	5	$42,859	$32,931	$55,560	$36,840	1	43	9	3	11
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
ALL BANKS	12	$46,424	$34,061	$55,697	$42,498	1	46	9	4	10
421 MORTGAGE LOAN DEPT MANAGER										
$40 TO $49 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	9	$48,370	$31,408	$51,288	$48,000	1	44	4	4	4
$100 TO $249 MILLION	12	$61,320 *	$37,372	$59,529	$55,800	1	39	3	3	10
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	31	$54,245	$35,893	$59,133	$54,510	1	41	6	4	13
422 COMMERCIAL LOAN DEPT MANAGER										
UNDER $20 MILLION	2	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$30 TO $39 MILLION	2	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	9	$55,157 *	$39,497	$54,851	$54,314	1	43	2	2	7
$100 TO $249 MILLION	7	$51,044	$36,348	$58,008	$46,512	1	48	6	4	3
$250 TO $499 MILLION	6	$65,871	$49,540	$86,700	$60,000	1	49	3	2	13
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	31	$58,032	$44,077	$68,875	$54,986	1	46	3	3	13
423 SR TRUST OFFICER										
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	13	$64,361	$48,627	$75,494	$71,100	1	54	8	6	27

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GEOGRAPHIC REGION X RESULTS -- 1986

						MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
424 TRUST OPERATIONS MANAGER										
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	10	$34,014	$25,925	$40,146	$35,650	1	42	9	5	19
425 TELEPHONE SUPERVISOR										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	4	INSUFFICIENT DATA								
426 COMPENSATION & BENEFITS MGR										
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	6	$33,932	$25,219	$38,644	$34,790	1	43	7	3	7
427 PAYROLL SUPERVISOR										
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	5	$25,646	$23,744	$35,020	$24,912	1	50	5	3	2
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	15	$24,403	$20,092	$30,663	$24,912	1	46	7	3	7

GEOGRAPHIC REGION X RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
428 INTERNAL AUDIT MANAGER										
$50 TO $99 MILLION	6	$32,920	$26,126	$43,118	$32,500	1	51	10	3	1
$100 TO $249 MILLION	8	$35,885	$30,526	$44,695	$36,200	1	44	8	7	3
$250 TO $499 MILLION	10	$43,054	$31,065	$52,397	$40,250	1	46	7	5	4
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	5	$46,549	$35,810	$56,105	$43,200	1	38	12	1	16
ALL BANKS	31	$40,199	$30,565	$48,717	$38,725	1	44	8	5	6
429 SECURITY MANAGER										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	9	$37,916	$29,022	$45,534	$34,800	1	45	9	4	17
430 CONSUMER LOAN COLLECTION MGR										
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	6	$38,865	$27,274	$43,357	$36,032	1	46	5	4	3
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	15	$36,704	$30,152	$45,515	$34,080	1	42	5	4	5
431 TRAINING DIRECTOR										
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	11	$30,800	$21,866	$34,664	$32,640	1	38	3	2	5

GEOGRAPHIC REGION X   RESULTS -- 1986

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
432 EMPLOYMENT MANAGEMENT										
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	5	$33,594	$26,369	$40,911	$33,120	1	45	7	3	6
ALL BANKS	6	$34,595	$27,539	$43,397	$34,060	1	43	7	4	5
433 SR BUSINESS DEVELOPMENT OFFICE										
$30 TO $39 MILLION	3	INSUFFICIENT DATA								
$40 TO $49 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$65,789 *	$40,884	$63,999	$67,760 *	1	51	3	3	3
$100 TO $249 MILLION	9	$48,777	$33,384	$53,440	$48,000	2	45	4	3	4
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	28	$55,063	$36,576	$59,205	$52,750	1	48	4	3	6
434 SR INTERNATIONAL BANKING OFFIC										
$30 TO $39 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	13	$45,803	$36,397	$62,091	$46,284	1	45	7	2	12
435 SR INVESTMENT OFFICER										
UNDER $20 MILLION	1	INSUFFICIENT DATA								
$20 TO $29 MILLION	1	INSUFFICIENT DATA								
$40 TO $49 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$28,460	$20,880	$32,808	$33,000 *	1	38	10	3	3
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	21	$46,834	$32,789	$53,199	$36,529	1	41	9	4	19

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION X   RESULTS -- 1986

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN			MEAN		
	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	NO OF		LNTH OF	YRS IN	EMPLOYEES
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	INCUMBENTS	AGE	SERVICE	POSITION	SUPERVISED
436 SR CORRESPONDENT BANKING OFFIC										
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	4	INSUFFICIENT DATA								

Human Resources Commission
1986-87

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